Office of People Analytics (OPA)

2015 Workplace and Equal Opportunity Survey of Reserve Component Members

Administration, Datasets, and Codebook

2015 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK

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2015 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK

Introduction

The *Defense Research, Surveys, and Statistics Center*, Office of People Analytics (OPA),[1] conducts both web-based and paper-and-pen surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community—active duty members, Reserve component members, civilian employees, and family members—on a wide range of personnel issues. Health and Resilience (H&R) Surveys are in-depth studies of topics that impact the health and well-being of military populations.

The *2015 Workplace and Equal Opportunity Survey of Reserve Component Members* (*2015 WEOR*) is the third OPA survey of Reserve component members on the topic of racial/ethnic issues. Data were collected by web, between December 28, 2015 and May 31, 2016.[2] The sample consisted of 80,194 Reserve component members. Completed surveys were received from 13,536 eligible respondents. The overall weighted response rate for eligible returns, corrected for non-proportional sampling, was 19%.

Overview of Report

This report documents the procedures used to develop the survey instrument, design the sample, conduct the survey, process the data, and prepare analysis weights. The methods section details how the survey was conducted. Tabulated results of the survey are reported in OPA (2016b); OPA (2016a) and Riemer and Kroeger (2002) provide details on sampling and weighting. Following the summary of the survey methodology is a description of the survey analysis file layout and key variables. Appendices A through G address key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files are introduced in this section. The appendices in this report include:

- Appendix A—Web survey instrument with variable names and values with screenshots of sample items of the web presentation.

- Appendix B—Samples of all possible communications sent to sample members during the survey administration, including letters and e-mails.

- Appendices C and D provide conventions for variable naming and construction.

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[1] Prior to 2016, the Defense Research Surveys, and Statistics Center (RSSC) resided within the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resource Activity (DHRA) reorganized and moved RSSC under the newly established Office of People Analytics (OPA).

[2] The web survey instrument permits a soft opening and closing for the survey. The survey instrument was open and available to take survey responses between December 28, 2015, and May 31, 2016. The e-mail notifications and reminders stated that the field opened on December 28, 2015, and closed May 27, 2016.

- Appendix C—Annotated questionnaire

- Appendix D—Coding scheme

- Appendices E and F list the names and values of all variables in the basic use dataset and the confidential dataset.

  - Appendix E—List of the names and values of all variables in the basic use and the confidential dataset. The variables are in the order they appear in the dataset. Variables with the same function are grouped together (i.e., all variables used for weighting are located together).

  - Appendix F—Frequencies of each variable with the SAS values, OS flat file[3] values, and SAS labels in the order the variables appear in the dataset. Due to file size, Appendix F is in a separate file.

- Appendix G—Record layout for the basic use flat file. This provides the variable names, positions, and variable description to load the flat file in into other statistical packages.

- Appendix H—SAS code used to construct the analytic variables.

Method

Survey Instrument

The *2015 WEOR* fulfills the Congressional mandate outlined in Title 10 U.S. Code Section 481 for Joint Service quadrennial assessments of race/ethnic issues. The *2015 WEOR* is the third OPA Reserve component survey of racial/ethnic issues and was generally modeled on previous OPA surveys of Reserve component and active duty members, the *2011 Workplace and Equal Opportunity Survey of Reserve Component Members* and the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination.

The survey was subdivided into the following 12 topic areas:

1. *Background Information*—Reserve component member status, gender, race/ethnicity, served on active duty for a cumulative 24 months, and whether the member was a military technician.

2. *Satisfaction and Retention Intention*—Years of service, retention intention, and overall satisfaction with military life.

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[3] The OS flat file is a text version of the dataset. The variables are in the columns and the records are in the rows. This data can be loaded into any statistical software package.

3. *Tempo*—Number of days spent in compensated National Guard/Reserve status and time away from home because of military duties.

4. *Activation/Deployment Status*—Activation in the past 12 months, activation in the past 12 months longer than 30 consecutive days, volunteer status, currently activated, activations resulted in deployment, location of deployment, and whether the member was currently deployed.

5. *Military Workplace*—Length of time in present military unit; type of mentor; satisfaction with supervisor, coworkers, and work; readiness; morale; unit cohesion; and workplace hostility.

6. *Workplace Experiences*—Assessments of the occurrence of racial/ethnic harassment and racial/ethnic discrimination in the workplace within the past 12 months; assessment and details about the one situation that bothered them most; details about offender; actions taken as a result of the situation; and details about reporting the situation, the outcome of the report, whether official action was taken, experiences of retaliation, and reasons for not reporting.

7. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices and perceptions of race relations within the military.

8. *Training*—Military training received in the past 12 months and perceived effectiveness of training on prevention of racial/ethnic harassment and racial/ethnic discrimination.

9. *Social Perceptions*—Perceptions of potential racial/ethnic confrontations and exposure to racist/gang messages and organizations.

10. *Social Media Use*—Use of social media or online social networks (OSN); perception of National Guard/Reserve unit leadership, installation, or component use of social media; extent of use of sites; witnessing misuse of social media; reporting misuse of social media; extent and frequency of use of social media at military workplace; concern about military supervisors accessing social media, and other personnel belonging to OSN; agreement about accessing sites during military work hours; knowledge about formal policies restricting use of sites during military work hours; and whether members abide by formal social media policies.

11. *Military/Civilian Comparisons*—Perceptions of conditions in the military compared to civilian employment and historical comparisons between military and civilian prevalences of racial/ethnic harassment and discrimination.

12. *Further Background Information*—Religious preference.

Sample

The target population for the *2015 WEOR* consists of Reserve component members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR;[4] Title 10 and Title 32), or Individual Mobilization Augmentee (IMA) programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR) who were below flag rank. Per DoD regulations, members who had separated from the force after the sample was drawn, but prior to the opening of the survey, were excluded from the survey administration process as they are considered "members of the public" and require additional approvals to participate in data collection activities. The sample consisted of 80,194 Reserve component members; 13,536 ultimately provided usable survey responses.

Constructing the Frame and Drawing the Sample

DMDC's August 2015 *Reserve Components Common Personnel Data System* (RCCPDS) was used in developing the sampling frame, constructing strata, and determining the sample size and allocation. Auxiliary frame data was obtained from the August 2015 *Reserve Family Database File*, August 2015 *Contingency Tracking System (CTS) File*, September 2015 *Defense Enrollment Eligibility Reporting System* (DEERS) *Point in Time Extract* (PITE), and July 2015 *Time on Active Duty* (TOAD) *File*. The specified definition of the population, described above, resulted in a sampling frame with 819,208 eligible members. A non-proportional stratified, single stage random sample of 80,194 members was selected.

Stratification Variables

The sampling frame was constructed using the three stratification variables listed in Table 1. These three variables were used to create stratification cells. A single variable, STRAT, was created as an index variable for the strata.

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[4] Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

Table 1.
Member Stratification Variables

Dimension of Stratification	Levels
Race/Ethnicity Category	American Indian/Alaskan Native Asian Black White Hispanic Hawaiian/Pacific Islander Multi Race
Component	ARNG USAR USNR USMCR ANG USAFR
Paygrade Group	E1—E4 E5—E6 E7—E9 W1—W5 O1—O3 O4—O6

Researchers identified population subgroups of particular interest to policy officials. These reporting domains were defined using the demographic variables from administrative data. For more information, see OPA (2016a). Multiple versions of most of these variables were created to permit varying levels of detail for analysis and reporting.

The sample size and allocation were determined using the OPA Sample Planning Tool (Dever & Mason, 2002). The Tool uses a formal mathematical procedure (Chromy, 1987) to determine the minimum cost (i.e., minimum size) allocation that meets precision requirements (e.g., ± 5 percentage points) imposed on prevalence estimates for key reporting domains.

Within each stratum, the sample was selected with equal probability and without replacement. Sampling rates varied across the strata, so individuals were not selected with equal probability overall. Table 2 presents a summary of the sample allocation by Reserve component for the total population and stratification variables.

Table 2.
Sample Allocation

	Total	ARNG	USAR	USNR	USMCR	ANG	USAFR
Sample							
Total	80,194	22,073	11,886	9,151	15,378	10,859	10,847
Race/Ethnicity							
American Indian/ Alaskan Native	5,676	2,294	1,107	1,045	270	623	337
Asian	8,756	2,263	1,871	1,004	1,466	972	1,180
Black	14,413	3,266	2,320	1,856	3,617	1,521	1,833
White	26,371	9,046	2,552	1,105	5,264	4,285	4,119
Hispanic	11,895	2,422	2,028	1,476	4,111	818	1,040
Hawaiian/Pacific Islander	4,833	345	2,008	421	287	964	808
Multi Race	8,250	2,437	0	2,244	363	1,676	1,530
Paygrade Grouping							
E1—E4	39,073	11,563	6,150	3,999	10,005	4,072	3,284
E5—E6	22,676	6,600	2,984	3,569	2,309	3,944	3,270
E7—E9	7,200	1,657	1,124	410	768	1,703	1,538
W1—W5	867	554	194	10	109	0	0
O1—O3	4,449	1,192	851	525	711	468	702
O4—O6	5,929	507	583	638	1,476	672	2,053

Respondents

Sample Losses

The original sample file contained 80,194 records. Losses to the drawn sample are listed in Table 3 and reviewed here. Sample members were lost from the sample for three main reasons: (1) self- or proxy-reported ineligibility for the survey, (2) inability to locate sample member, and (3) refusal to participate in the survey or other nonresponse.

A total of 1,329 sample members (1.7%) were lost from the final sample through classification as ineligible. Elimination of ineligibles decreased the sample to 98.3% (N=78,865) of its original size.

Table 3.
Final Sample Relative to Drawn Sample

	Sample Size n	% of Drawn Sample	Weighted n	% of Weighted Sample
Drawn sample	80,194		819,208	
Ineligible on master files	-934	1.2%	-8,646	1.1%
Self-reported ineligible	-395	0.5%	-3,045	0.4%
Total: Ineligible	-1,329	1.7%	-11,691	1.4%
Eligible sample	78,865	98.3%	807,517	98.6%
Not located (estimated ineligible)	-238	0.3%	-1,494	0.2%
Not located (estimated eligible)	-8,838	11.0%	-78,748	9.6%
Total not located	-9,076	11.3%	-80,242	9.8%
Located sample	69,789	87.0%	727,275	88.8%
Requested removal from survey mailings	-277	0.3%	-2,968	0.4%
Returned blank	-114	0.1%	-1,118	0.1%
Skipped key questions	-764	1.0%	-7,118	0.9%
Did not return a survey (estimated ineligible)	-1,443	1.8%	-10,554	1.3%
Did not return a survey (estimated eligible)	-53,655	66.9%	-556,237	67.9%
Total: Nonresponse	-56,253	70.1%	-577,995	70.6%
Usable responses	13,536	16.9%	149,280	18.2%

In general, residential addresses were used as the primary addresses of choice. In cases where the residential address could not be identified, the military member's unit address was used. Procedures used to locate sample members are explained in a later section that describes the Survey Control System. In total, 11.3% of the drawn sample (9,076 of 80,194) was lost because the sample members could not be located. Personnel records for this group had missing, incomplete, or out-of-date addresses, and steps designed to obtain complete, current addresses for these records were unsuccessful.

Losses attributable to either ineligibility or unlocatability resulted in a sample that was 87.0% of the drawn sample. Individuals in this remaining sample may be further categorized as nonrespondents versus respondents. Nonrespondents included the following groups: sample members who contacted the operations contractor (by mail, fax, e-mail, web, or telephone) and asked to have their names removed from the survey mailing list, and 55,098 sample members who did not return a survey.

Respondents included all sample members who completed 50% of base items and answered at least one answer in the Harassment or Discrimination item banks. Questions containing more than 10 sub-items were counted as one question in the numerator and

denominator of this equation. At the conclusion of the survey fielding, 13,536 eligible, locatable sample members had returned usable surveys.

Contact, Response and Cooperation Rates

OPA response rates and completion rates were computed according to the RR3 recommendations of the American Association of Public Opinion Researchers (AAPOR, 2011). Location, completion, and response rates were calculated for the sample and for population subgroups after the field closed and data were received. Table 4 provides location, response, and completion rate information. The location rate is defined as the proportion of members located. The completion rate is defined as the proportion of the located members who returned usable surveys. The response rate is defined as the proportion of members who returned usable surveys.

Table 4 provides location, completion, and response rate information. Location, completion, and response rates were calculated in accordance with the recommendations of the American Association for Public Opinion Research (AAPOR, 2016).

Table 4.
Location Rates, Response Rates, and Completion Rates

	Observed Operational Rates	**Weighted Operational Rates**
Location rate	88.5%	90.1%
Completion rate	19.8%	20.8%
Response rate for eligible	17.5%	18.8%

Survey Development and Administration

The web survey was hosted on the operations contractor's secure website. Respondents entered the survey through a .mil site (https://www.dmdc.osd.mil/dodsurvey). This site stated the source of the survey's certification and invited sample members to enter a personal ticket number and click "Continue." The sample members were redirected to the operations contractor's secure website (http://www.dodsurvey.net). This site stated the source of the survey's certification and invited sample members to enter a personal ticket number and click "Continue." The sample members were redirected to the operations contractor's secure website. Sample members next saw a welcome page, which provided a brief survey description and gave them access to the Frequently Asked Questions (FAQ) and a link to the address update site. The next two pages requested the respondent create a Personal Identification Number (PIN) and provided the Privacy Advisory. If the sample members agreed to do the survey, they clicked "Continue" to begin the survey.

Survey Administration

The survey administration process began in December 2015 with the mailing of an announcement letter to sample members (minus original ineligibles). Up to three additional postal communications were mailed to sample members throughout the field period. In addition, sample members for whom we had a valid e-mail address, received an e-mail announcement, and could have received up to twelve e-mail reminders during the field period. Postal and e-mail mailings stopped once the respondent submitted their survey. The dates of the communications are displayed in Table 5 and Table 7 later in this section.
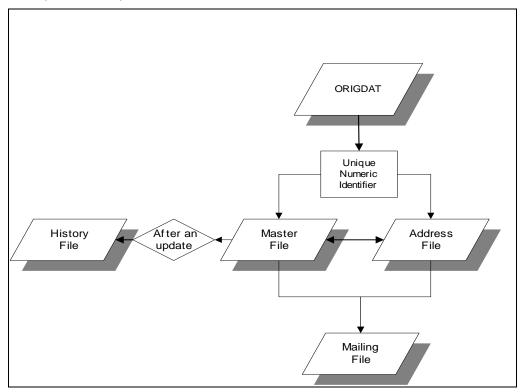
Survey Control System

The Survey Control System (SCS)[5] was used to monitor the data collection process and to track all data transactions over the course of the survey administration. The datasets in the SCS include sample members' names and addresses, but do not contain data obtained from the survey instruments. Because of privacy concerns, SCS datasets are not available for public release.

The operations contractor uses the SCS to store and update project data, monitor mailings, respond to documents returned as postal non-deliverables (PNDs), and determine survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the ADDRESS file, the MASTER file, the HISTORY file, and the MAILING file. The files are linked relationally by INRECNO, a unique individual identification number that is assigned to each sample member when the record was loaded into the SCS. Figure 1 displays the interrelationships among those datasets.

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[5] In this document, the term *SCS* refers to the set of data files as well as the program or operating system which maintains those files.

Figure 1.
Survey Control System

  ORIGDAT file. The ORIGDAT file consists of 80,194 records, one record for each member of the sample. It is the original sampling frame file sent to the operations contractor by OPA. The original file is loaded onto the operations contractor's computer system and converted to a SAS dataset. As the file was converted into a SAS dataset, the SCS generated a unique identification number (INRECNO) for each record. This number identifies the sample member throughout the SCS and in returns data sets, comment text files and other specify text files. The names and some demographic data from the ORIGDAT file were loaded into the MASTER file in preparation for the first mailing. The addresses from the ORIGDAT file were loaded into the ADDRESS file.

  ADDRESS file. The ADDRESS file tracked the postal and e-mail addresses that were maintained for each sample member. The ADDRESS file contains one record for each postal address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five separate records in the ADDRESS file) yielding an ADDRESS file containing 345,420 records. Each record is uniquely identified by the combination of INRECNO (identifying the sample member) and an address number (ADDRNO) assigned to each address. This address number is the sequential order of receipt of the address for a particular sample member. For example, if a sample member has one address record in the ADDRESS file, the address number for that record is one. If the sample member faxed in a change of postal or e-mail address, the new address was added as address number two. The ADDRESS file was initially loaded with postal and e-mail addresses from the

ORIGDAT file. Each record in the ADDRESS file includes the sample member's INRECNO, WEOR1501, ADDRNO, address, the source of the address, and address priority code, a variable indicating whether the record is the highest priority address for this sample member, and variables indicating whether the address successfully reached the sample member.

The priority code assigned to a given address number for a sample member was used to determine the "best" or "highest priority" address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from "highest priority" to "lowest priority" is as follows:

1. Updates directly from a sample member (call, fax, e-mail, or letter)

2. Address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])

3. National Change of Address (NCOA)-updated addresses

4. DEERS residential addresses

5. DEERS unit addresses

MASTER file. The MASTER file is used by the SCS to select records for upcoming survey mailings. This file includes a record for each member of the sample and was initially created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member INRECNO, ; and the address number for the highest priority postal and e-mail address in the ADDRESS file for this sample member. The MASTER file accommodated data updates through an automated process (e.g., updating the address number in use after the receipt of a postal or e-mail non-deliverable or web update) or manual key entry (e.g., updating information in response to a telephone call, fax, letter return or e-mail from a sample member). As new information was received for a particular record (including changes to the highest priority address), the SCS updated the MASTER record (N= 80,194) and wrote the old record to the HISTORY file. The MASTER file also contains a set of variables which summarize the sample member's participation in each of the mailings.

HISTORY file. The HISTORY file is a chronicle of the changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record is created when there is a name, address, paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there are updates to the MASTER file.

MAILING file. The MAILING file tracked all survey mailings (postal and e-mail). This file contains one record for either an item postal mailed or e-mailed during the survey administration or for tracking postal address updates from credit bureaus (N=1,195,409). Each MAILING record includes the WEOR1501, INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC).

Address Update Procedures

Initial Address Updates

Prior to the first mailing, the operations contractor ran all domestic residential addresses through Satori[6] software to be formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to the operations contractor and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current ADDRNO with the "highest priority code assigned" in the MASTER file.

Ongoing Address Updates

Address update procedures also occurred when (a)additional address records were received after NCOA processing, (b)a survey document was returned as undeliverable, (c)a sample member self-reported a name, rank, or address change, or (d) the U.S. Postal Service forwarded address correction information. Figure 2 outlines these procedures.

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[6] Satori Software is a non-exclusive NCOA[Link®] Full Service Provider Licensee and RDI[TM] License of United States Postal Service®.

Figure 2.
Address Updating Procedures

As a new address was entered into the ADDRESS file, its source (NCOA, postal Address Correction Requested card, telephone call, fax, letter, web, and e-mail) was recorded and a new address number was assigned. The priority assigned to the address was based upon the source of the update and the date and time of the address (see the description of priority, for the ADDRESS file). At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned PND, the sample member's record in the MASTER file was flagged "no address available." The operations contractor designated the sample member "non-locatable" and stopped further mailings.

Processing of Updates

Updates from Sample Members

Updates from sample members could be communicated via the toll-free telephone number (either by speaking to the operations contractor's Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax or e-mail updates. Other updates were entered into the SCS by the operations contractor's Call Center staff to coincide with the mailing schedule.

Updates from the U.S. Postal Service

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. Postal Non-Deliverable Mail (PND): The sample member moved and no forwarding address was available. The mail piece was returned to the operations contractor. The operations contractor removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the Survey Control System so the records could be updated as PND. This was done every three days (to coincide with the mailing/re-mailing schedule). If the sample member had another address on file (e.g., the unit address), that address was used. If not, the Social Security Number was sent to the credit bureaus in search of a new address.

2. Address Correction Requests (ACR; hard-copy): Some post offices are not equipped to provide address corrections via ACS (the electronic service), so they provided the corrections via hard copy cards that were sent to the operations contractor. The corrections were key-entered by operations contractor's Call Center staff, typically by close of business the next day but no later than prior to the preparation of the next mailing.

Survey Materials and Their Distribution

Each eligible sample member received at most four original mailings: an announcement letter and three reminder letters. In addition, e-mail was used to communicate with sample members. Not every sample member had an e-mail address. However, for those sample members for which we had an e-mail address, they received at most thirteen e-mails: an announcement letter and twelve reminders. A sample of letters and e-mail communications is provided in Appendix B.

General Mailing Procedures

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already returned survey forms, and members with no valid addresses available). For re-mails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified

records that had resulted in PNDs or had been manually flagged for re-mailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or re-mailing were identified, the SCS processed the records. If the mailing group was large enough to lead to a cost savings from sorting, the records were run through Satori[7] postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mail Identification Code (MIC) was assigned to each record. The MIC was assigned either from the list of survey lithocodes (codes that identify each unique form) if a survey form was sent or independently if only a letter was sent.

Ticket Numbers for Web Survey Access

Prior to the first mailing, a list of ticket numbers[8] for web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter, and e-mail sent to that individual. A member could not access the web survey without using his or her ticket number.

Description of Letters

Letters were printed with the record's unique MIC listed in the address field and on the lower right corner of the letter. The letters were folded and machine inserted into window envelopes and sent by first class mail. Depending on the sample size, the letters were machine or hand inserted into envelopes, metered if necessary, and sent by first class mail.

The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period) and re-mails were completed if a newer/updated address could be found.

OPA provided the operations contractor with the text, letterhead, and signature for the cover letters. The letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. (See Appendix B for copies of the letters.) The letters were approved and printed on letterhead from the Defense Manpower Data Center (Defense Human Resources Activity). The letters were signed by the Director Defense Manpower Data Center, Mary Snavely-Dixon. The letterhead was printed in blue, and the signature, text, and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample

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[7] Satori Software is a non-exclusive NCOALink® Full Service Provider Licensee and RDI™ Licensee of United States Postal Service®.
[8] Ticket numbers are eight alpha numeric characters generated at random.

member by his/her gender. For example, a letter to a Reserve Component member with the last name Smith would have included the salutation, "Dear Corporal Smith."

Mailouts

Table 5 lists the mailing dates and return results for each of the mailouts and re-mailings. The announcement letter informed sample members of the live web survey date and requested participation. For this mailing, an 8.5x11 letter was inserted into a #10 window envelope. The announcement letter was mailed to 79,234 sample members December 28, 2015.

A first reminder letter was mailed January 11, 2016, to 76,433 sample members. This mailing included a letter inserted into a #10 window envelope. The letter encouraged participation in the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members.*

A second reminder letter was sent to 73,214 sample members on January 28, 2016. The letter, inserted into a #10 window envelope, thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

The third and final reminder letters were sent on February 16, 2016, to 70,554 sample members who had not submitted their surveys. The letter, inserted into a #10 window envelope, thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

Table 5.
Mailing Timeline and Return Results

Mailing Numbers and Groups	Print File Creation Date*	Mail Drop Date	Number Sent	Number of PNDs
Announcement Letter	12/18/2015	12/28/15	79,234	6,629
Subtotal: Announcement Letter			**79,234**	**6,629**
Reminder 1	1/7/2016	1/11/16	76,433	1,859
Reminder 1, Remail 1	1/21/2016	1/25/16	1,447	641
Subtotal: Reminder 1			**77,880**	**2,500**
Reminder 2	1/26/2016	1/28/16	73,214	1,570
Reminder 2, Remail 1	1/29/2016	02/02/16	888	311
Reminder 2, Remail 2	2/3/2016	02/05/16	**247**	**63**
Reminder 2, Remail 3	2/8/2016	02/10/16	**391**	**87**
Subtotal: Reminder 2			**74,740**	**2,031**
Reminder 3	2/11/2016	02/16/16	70,554	1,710
Reminder 3, Remail 1	2/17/2016	02/19/16	262	57
Reminder 3, Remail 2	2/22/2016	02/24/16	119	26
Reminder 3, Remail 3	2/25/2016	02/29/16	358	113
Reminder 3, Remail 4	3/1/2016	03/03/16	137	17
Reminder 3, Remail 5	3/4/2016	03/08/16	761	165
Reminder 3, Remail 6	3/9/2016	03/11/16	132	19
Subtotal: Reminder 3			**72,323**	**2,107**

Note. *Print file creation date: This is the date records were identified for inclusion in the mailing and written to a print file.

E-mail was also used to communicate with sample members. The primary source for e-mails was the DEERS database. E-mail addresses were also purchased from a commercial vendor (N=2628). The commercial vendor maintains a customer database of e-mail addresses that has been lawfully collected and compiled from consumers pursuant to a notice that advised them that their personal data was being collected. Table 6 below shows the percent of sample members for whom there was at least one valid e-mail by Reserve component.

Table 6.
E-mail Address Availability by Reserve Component

	Army National Guard	Army Reserve	Navy Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total
Valid address available	96%	97%	86%	59%	91%	91%	87%
No valid address available	4%	3%	14%	41%	9%	9%	13%

At the start of the survey, sample members with e-mail addresses received an announcement which informed them the survey was active and ready for completion. An additional twelve e-mail reminders were sent throughout the survey field period to sample members.

Table 7 lists the e-mail dates and e-mail addresses bounced. E-mail addresses "bounced" identifies sampled individuals who had an e-mail address but the address was invalid at the time the operations contractor attempted contact. This is analogous to a postal PND. E-mail address "sent" is not the same as e-mail received, and this situation is analogous to the non-PND return experienced during a mailed survey. Therefore, it is not known if the mail was delivered to the intended individual, only that it was not returned.

Table 7.
E-mail Communication Timeline

E-mail Messages	E-mail Drop Date	Number Sent
Notification	12/28/2015	82,068
Reminder 1	1/13/2016	73,312
Reminder 2	1/22/2016	71,112
Reminder 3	1/28/2016	69,944
Reminder 4	2/5/2016	68,443
Reminder 5	2/11/2016	67,001
Reminder 6	2/23/2016	65,675
Reminder 7	3/10/2016	64,344
Reminder 8	3/17/2016	63,862
Reminder 9	3/29/2016	67,113
Reminder 10	4/7/2016	66,562
Reminder 11	4/20/2016	66,167
Reminder 12	5/12/2016	65,629

Processing Returned Surveys

Once a respondent completes an online survey, data are stored in an indexed file on the web (data) server. Prior to providing each dataset to OPA, the operations contractor copied the indexed file to their internal network using FTP protocol, converted the data to a sequential format, and processed the validate program to read and load the data to the dataset. The data were then converted to SAS and processed according to OPA-approved administration plans and coding schemes.

OPA Coding Scheme

To convert the raw data into the item scores that appear in the basic use dataset, OPA provided the operations contractor with an annotated copy of the survey form (Appendix A) and the coding notes (contained in Appendix C). Every attempt is made to capture all information from completed surveys and preserve the data so secondary analysts can later create variables not anticipated by OPA researchers. To accomplish these goals, OPA subscribes to a variety of coding conventions for all OPA surveys. See Appendix C for in-depth coverage of these coding conventions.

Coding or Keying Open-Ended Items

The web survey contained 12 open-ended items. The original text responses from the "other specify" response options were captured verbatim into a SAS dataset linked by the unique identifier to the survey data. Identifiers (e.g., proper names, addresses, e-mail addresses, phone numbers, locations, or social security numbers) were replaced with generic terms.

Fifty-Record Check

During the first three weeks of data collection, OPA conducted a "50-record check." This check verifies the coding scheme and skip patterns are working. OPA checked the resulting data file to determine if there were any unanticipated problems in the coding procedures (e.g., respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by OPA prior to production of the initial SAS dataset. At the completion of the 50-record check, the operations contractor compiled the full set of returned surveys. The data were then cleaned and edited following the coding scheme.

Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the *2015 WEOR* survey, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

Estimation

Analysis of this data requires use of weights to compensate for the unequal selection probabilities and to account for differential nonresponse among population subgroups. The analytic weights were controlled to population totals so that weighted sample estimates would reflect population values.

In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions), tests of hypotheses, regression relations, and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys involving complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The variances are, therefore, approximated. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation $[SE(x)/x]$ of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Two common variance estimation methods for complex sample data are linearization (Taylor series approximation) and replication. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys, including Taylor series approximation and replication methods.

Many of the standard statistical software packages, such as SPSS and older versions of SAS, do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Using standard statistical programs with the appropriate eligibility indicator (ELIGFLGW) and the analytic weight (FINALWGT) to analyze this data will produce accurate point estimates, but variance estimates will not account for the complex sample design.

Data Structure

Care was taken in the preparation of the survey analysis files to provide basic access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been removed from the basic use datasets either because (a) they are typically needed only to analyze survey methods and not needed to analyze the survey data or (b) they provide too great a chance of identifying an individual. For the latter reason, some demographic variables are available on basic use datasets only in a collapsed version. In addition to the basic use dataset, a confidential dataset (containing a more complete set of variables than the basic use dataset) has been prepared for internal OPA use. Files were prepared as SAS and SPSS system files. An ASCII (Operating System or OS) flat file was prepared from the basic use SAS system file. File names are indicated in Table 8.

Table 8.
Analysis File Names

Type of File	File Name
Basic Use Dataset—SAS	WEOR1501B.7BDAT
Confidential Dataset—SAS	WEOR1501C.7BDAT
Basic Use Dataset—SPSS	WEOR1501B.SAV
Basic Use Dataset—OS	WEOR1501B.DAT

The confidential dataset contains the basic use dataset plus additional confidential variables. The structure of the confidential dataset is shown in Figure 3. All variables in the confidential dataset are documented in this report. Appendix D lists all variables with a notation to indicate which variables are available only in the confidential dataset and show where each variable is documented. Intermediate weighting variables that appear only in the confidential dataset are documented by OPA (2016a). Variables that appear in collapsed form in the basic use dataset and in a fuller version only in the confidential dataset are discussed later.

Analyses

Both the confidential dataset and basic use dataset contain 80,194 records, one for every sampled individual; 79,260 of those records were eligible according to administrative records as of September 2015. As depicted in Figure 3, these records can be divided into three subgroups. The *Non-response unweighted* subgroup includes all records indicated by ELIGFLGW=3, where no usable response was received or no information was received to indicate ineligibility (n=65,329).

Assignment of a record to the other subgroups was based on whether (a) an individual returned a "completed" survey; and (b) the person was eligible to be included in the population of interest. Final eligibility was limited to those in the September 2015 *Reserve Components Common Personnel Data System (RCCPDS)* who did not contact the operations contractor to indicate they were ineligible.

Figure 3.
The Structure of the Confidential Dataset

Subgroups	Basic Use Dataset	Confidential and Detailed Methodological Variables	Eligibility Flag Value and Number of Records
Record ineligible unweighted			ELIGFLGW = 4 n = 934
Non-response unweighted			ELIGFLGW = 3 n = 65,329
Ineligible weighted			ELIGFLGW = 2 n = 395
Eligible weighted			ELIGFLGW = 1 n = 13,536

Note. The shaded portion represents the subset of the data typically required for analysis.

Records required for analyses of questions are those in the *Ineligible weighted* and *Eligible weighted* subgroups. Both the *Eligible weighted* (ELIGFLGW=1) and *Ineligible weighted* (ELIGFLGW=2) are included because both types of records were used to develop weights that sum to the population total. To analyze the eligible completed responses use the analytic weight, FINALWGT, with the file subset by ELIGFLGW.

Variables in the Survey Analysis Files

Basic Use Dataset

The variables in the basic use dataset can fall into five categories: (1) information gathered on the survey, (2) variables constructed for analysis, (3) information on operations, (4) information from sampling and record data, and (5) information on weighting. Variables are grouped in these categories in Appendices F and G.

Information Gathered on the Survey. These variables came directly from the survey or were constructed using only information from the survey. The annotated questionnaire (see Appendix C) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in Appendix D.

Although the first part of Appendix D extensively documents the conventions OPA uses to name survey variables, a brief overview of the naming convention is also given here. Variables common to OPA surveys are assigned identical names and values across surveys; maintaining the same variable name and values over time aids in the ability to perform trend analysis. All variables on the survey have standard names in the expectation of repeated fielding.

The "SR" variables are a set of primarily demographic items that are identically named across all OPA surveys. The "SR" serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, "SRRACE" is the variable name for the item that asks sample members what race they consider themselves to be. Although all survey data are self-reported, the "SR" is used to distinguish survey-reported information from OPA-provided information (e.g., the variable "SRRACE" from the survey is differentiated from the variable "RACE" from DMDC databases).

When possible, "X" is reserved to create special crossing (marginal) variables for key analyses. "X" variables typically involve imputation for missing data and, like "SR" variables, are intended to be consistent across OPA surveys. For more information on variable naming conventions, see Appendix D.

Variables for Analysis. Certain key demographic variables were constructed for OPA analyses. These analytic variables, starting with "X," are based primarily on self-reported information from the survey. Typically, where the self-reported information was missing on important demographics (e.g., Service/Reserve component, paygrade, location, respondent gender, education, race or ethnicity, family or marital status) data were imputed from the member's administrative record.

The race and ethnicity questions were combined to be reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997).

An "R" as the last letter of a variable listed in Appendices E and F is an indication that the variable may have been recoded to create special analysis variables and that the original

variable is available only on the confidential dataset. For example, PREPAREAR is a recode of PREPAREA. Appendix H documents decisions made in the analyses reported by OPA (2016b).

Information on Operations. Most of the operations variables are created by the operations contractor and are too detailed to be in the basic use dataset (see the later section on confidential variables).

Information from Sampling and Record Data. The OPA-provided identification number, WEOR1501, is unique and can be used to sort records. Most of the variables used in sample design and selection are too detailed to be in the basic use dataset (see the later section on confidential variables).

Information on Weighting. Derivation of weights is discussed in detail in OPA (2016a). Key weighting variables include:

- ELIGFLGW—Eligibility Flag

- FINALWGT—Final Weight with Nonresponse and Raking Adjustments

Confidential Dataset

In addition to variables on the basic use dataset, the confidential dataset also has five additional categories of variables: (1) the full version of survey items that appear in a collapsed form in the basic use section, (2) the full version of key demographic variables used in analyses that appear in a collapsed form in the basic use section; (3) detailed variables created by the operations contractor to document operations, (4) detailed variables used in sampling, and (5) detailed variables used in weighting. Variables are grouped in these categories in Appendices E and F.

Information Gathered on the Survey—Confidential Variables. This section of the confidential dataset contains the original full version of survey variables recoded for the basic use dataset to preserve confidentiality. To the extent possible, recoded versions of these variables are in the basic use dataset section for variables constructed for analysis.

Variables for Analysis—Confidential Variables. This section of the confidential dataset contains the original full version of analytic variables constructed by OPA. To the extent possible, recoded versions of these variables are in the basic use dataset section for variables constructed for analysis.

Information on Operations—Confidential Variables. This section of the confidential dataset contains operational variables created by the operations contractor. These variables are useful for methodological studies and/or were used in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has

been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). SCANDATE is the date the survey was scanned and INRECNO is the unique identification number assigned to each record. MAILING identifies which survey (i.e., the first-, second-, or third-wave mailing) the respondent returned. DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple counts; DUPRET excludes these returns. BLKREAS codes the reason given by the sample member for returning a blank survey.

Information from Sampling and Record Data—Confidential Variables. This section of the confidential dataset contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

Information on Weighting—Confidential Variables. This section of the confidential dataset contains variables used in analysis of nonresponse and in the construction of the weights. The classification variables describe how individual sample member's records were grouped and indexed. FLAG_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are SCSINEL and REFUSE. SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

Using Appendix F

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the frequencies found in the tables in Appendix F. It is only by replicating these results that analysts can be sure they are reading the data correctly. An annotated example of an Appendix F table is listed in Figure 4. However, the table does not reflect actual results.

Figure 4.
Annotated Example of a Table from Appendix F

1. **Codebook title and item text.** The codebook title is the same for every table in Appendix F of this codebook. It lists both the general study and the specific survey form being summarized. If applicable, the indented text under the title presents the verbatim question or instructions that accompany a specific item in the survey.

2. **Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.

3. **Variable name.** The variable name for a survey item corresponds to the variable name used in the SAS-based, basic use dataset. The conventions for naming survey-derived variables are documented in Appendix D. Appendix E contains a full listing of the basic use dataset variables, as well as short descriptions of what the variables document.

4. **Location of the item on the OS data file.** This block provides the location of the variable on the OS (ASCII) data file. The OS data block documents (a) the starting

and ending column numbers where the data are stored and (b) the number of columns that the data occupy.

5. **SAS data file information.** This block indicates format name, variable type, length, and informat of the data in the SAS data file. The last block indicates the informat appropriate for reading the data from the OS data file.

6. **Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those analysts would obtain when running unweighted frequencies on all 80,194 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures the data are being correctly read by the analysts' computers and programs.

7. **Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those analysts would obtain when running unweighted frequencies on all 80,194 records in the confidential dataset.

8. **Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or Appendix C. For example, all negative values are found in Appendix D.

9. **Response SAS values.** This column presents the SAS code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or Appendix C. Negative values are found in Appendix D.

10. **Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are found in either the annotated survey form or Appendix C.

11. **Total of response frequencies and percents.** The number appearing at the bottom of the "FREQ" column is the total number of sample members in the basic use dataset. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.

12. **Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent; (b) the variable having values that are "too numerous to list;" (c) extraction of the variable from another specified database; (d) creation of the variable from two or more variables specified in the message; and (e) further clarification of the survey item corresponding to the variable.

13. **Codebook page number.** This is the Appendix F page number corresponding to a specific variable. Appendix E identifies the page number in Appendix F where the variable can be found.

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Appendix A.
Web Survey Instrument

2015 Workplace and Equal Opportunity Survey of Reserve Component Members

1. Were you a member of the National Guard/Reserve on December 28, 2015?

○ Yes

○ No, I separated or retired on or before December 28, 2015

******** Page Break **********

2. Are you...?

○ Male

○ Female

******** Page Break **********

3. Are you Spanish/Hispanic/Latino?

○ No, not Spanish/Hispanic/Latino

○ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

******** Page Break **********

4. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

☐ White

☐ Black or African American

☐ American Indian or Alaska Native

☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

******** Page Break **********

5. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

◯ Yes

◯ No

******** Page Break **********

If you are currently activated, report whether you were a military technician in the week prior to your current activation.

6. Are you a military technician?

◯ Yes, I am currently a military technician

◯ Yes, in the week before my current activation, I was a military technician

◯ No

******** Page Break **********

7. How many years have you spent in military service? *Do not count partial years. To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35". Include in military service years:*

- *Time spent as an active duty Service member*
- *Time spent as a National Guard/Reserve component member, to include:*

  - Time spent as a Drilling unit Reservist/Traditional Guardsman/Troop Program Unit (TPU) Reservist
  - Time spent mobilized/activated on active duty
  - Time spent in a full-time, active duty program
  - Time spent in the Individual Ready Reserve (IRR)
  - Time spent as an Individual Mobilization Augmentee (IMA)
  - Time spent in the Standby Reserve

☐ Years

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

8. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- ○ Very likely
- ○ Likely
- ○ Neither likely nor unlikely
- ○ Unlikely
- ○ Very unlikely

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

9. Overall, how satisfied are you with the military way of life?

- ○ Very satisfied
- ○ Satisfied
- ○ Neither satisfied nor dissatisfied
- ○ Dissatisfied
- ○ Very dissatisfied

******** Page Break **********

TEMPO

10. In the past 12 months, how many days (<u>full days, not drill periods</u>) did you spend in a compensated (pay or points) National Guard/Reserve status? *To indicate none, enter "0".*

☐ Days

******** Page Break **********

TEMPO

11. In the past 12 months, how many nights did you spend away from your home because of your military duties? *Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".*

☐ Nights

******** Page Break **********

Please read the following definitions carefully. When you see any form of the terms "**activation**" or "**deployment**" later in this survey, you can click on the words to recall these definitions.

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10 USC 12301(a) (Full Mobilization), 10 USC 12301(d) (Voluntary Active Duty), 10 USC 12302 (Partial Mobilization), or 10 USC 12304 (Presidential Callup). **It does NOT apply to members on full-time active duty (Active Guard Reserve [AGR], Full-Time Support [FTS], or Active Reserve [AR]), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term **"deployment"** refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location <u>within</u> the contiguous 48 states (CONUS) or to a location <u>outside</u> the contiguous 48 states (OCONUS).

12. **Have you been activated in the past 12 months?** *This includes activations that started more than 12 months ago and continued into the past 12 months. If you have been an Active Guard Reserve (AGR), Full-Time Support (FTS), or Active Reserve (AR) for the past 12 months, select "No".*
  ○ Yes
  ○ No

******** Page Break **********

13. **Was at least one of your activations in the past 12 months longer than 30 consecutive days?**
  ○ Yes
  ○ No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

14. In the past 12 months, has (have) your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

- ○ Voluntary
- ○ Involuntary
- ○ Both

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

15. Are you currently activated?

- ○ Yes
- ○ No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

16. Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

- ○ Yes
- ○ No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

17. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- ○ CONUS
- ○ OCONUS
- ○ Both

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

18. Are you currently deployed?

○ Yes

○ No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

19. In the past 12 months, how many times have you been deployed?

[Please select ▼]

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

20. In the past 12 months, have you been deployed to a combat zone or an area where you drew imminent danger pay or hostile fire pay?

○ Yes

○ No

******** Page Break **********

YOUR MILITARY WORKPLACE

21. How long have you been in your present <u>military</u> unit? *To indicate less than one year, enter "0".*

[   ] Years

******** Page Break **********

YOUR MILITARY WORKPLACE

22. In your opinion, have you had a formal and/or informal mentor who advised you on your <u>military</u> career?

○ Yes, I have had at least one formal mentor (for example, assigned/provided to you as part of a formal mentorship program)

○ Yes, I have had at least one informal mentor

○ Yes, I have had both a formal and informal mentor

○ No, I have not had a mentor

******** Page Break **********

23. How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. You trust your supervisor.	○	○	○	○	○
b. Your supervisor ensures that all assigned personnel are treated fairly.	○	○	○	○	○
c. There is very little conflict between your supervisor and the people who report to him/her.	○	○	○	○	○
d. Your supervisor evaluates your work performance fairly.	○	○	○	○	○
e. Your supervisor assigns work fairly in your work group.	○	○	○	○	○
f. You are satisfied with the direction/supervision you receive.	○	○	○	○	○

******** Page Break **********

24. How much do you agree or disagree with the following statements about <u>the people</u> you work with at your <u>military</u> workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. There is very little conflict among your coworkers.	○	○	○	○	○
b. Your coworkers put in the effort required for their jobs.	○	○	○	○	○
c. The people in your work group tend to get along.	○	○	○	○	○
d. The people in your work group are willing to help each other.	○	○	○	○	○
e. You are satisfied with the relationships you have with your coworkers.	○	○	○	○	○
f. You put more effort into your job than your coworkers do.	○	○	○	○	○

******** Page Break **********

25. How much do you agree or disagree with the following statements about <u>the work</u> you do at your <u>military</u> workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Your work provides you with a sense of pride.	○	○	○	○	○
b. Your work makes good use of your skills.	○	○	○	○	○
c. You like the kind of work you do.	○	○	○	○	○
d. Your job gives you the chance to acquire valuable skills.	○	○	○	○	○
e. You are satisfied with your job as a whole.	○	○	○	○	○

******** Page Break **********

26. Overall, how well prepared... *Mark one answer for each item.*

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are <u>you</u> to perform your wartime job?	○	○	○	○	○
b. Is <u>your military unit</u> to perform its wartime mission?	○	○	○	○	○

******** Page Break **********

YOUR MILITARY WORKPLACE

27. How would you rate... *Mark one answer for each item.*

	Very high	High	Moderate	Low	Very low
a. <u>Your</u> current level of morale?	○	○	○	○	○
b. The current level of morale <u>in your military unit</u>?	○	○	○	○	○

******** Page Break **********

YOUR MILITARY WORKPLACE

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Members in your unit really care about each other.	○	○	○	○	○
b. Members in your unit work well together as a team.	○	○	○	○	○
c. Members in your unit pull together to get the job done.	○	○	○	○	○
d. Members in your unit trust each other.	○	○	○	○	○

******** Page Break **********

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors... *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often	Very often
a. Did not provide you with information or assistance when needed?	○	○	○	○	○
b. Were excessively harsh in their criticism of your work performance?	○	○	○	○	○
c. Took credit for your work or ideas?	○	○	○	○	○
d. Gossiped/talked about you?	○	○	○	○	○
e. Used insults, sarcasm, or gestures to humiliate you?	○	○	○	○	○
f. Yelled when they were angry with you?	○	○	○	○	○

******** Page Break **********

30. In this section, you will be asked about **upsetting or offensive things that someone from your <u>military</u> work might have said or done that were related to your race/ethnicity.** The questions ask about things that happened AFTER %%XDATE%%.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

When a question mentions "<u>someone from work</u>," please include any person you have contact with <u>as part of your military duties</u>. "Someone from work" could be a supervisor, a civilian employee, contractor, or military personnel at any rank. They could be in your unit or in other units.

These things might have occurred on duty or off duty, on base or off base. Please include them as long as the person who did them was someone from your <u>military</u> work.

Do <u>not</u> include experiences that happened in a <u>nonmilitary</u> job.

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

31. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>telling racial/ethnic jokes</u>?
- ○ Yes
- ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

32. Since <u>%%XDATE%%</u>, has someone from work <u>used an offensive racial/ethnic term</u> that made you uncomfortable, angry, or upset?

○ Yes

○ No

******** Page Break **********

33. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>?

○ Yes

○ No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

34. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>displaying something that threatens or insults a racial/ethnic group</u>? This includes tattoos, e-mails, pictures, flags, or anything that insults racial/ethnic groups or refers to racial supremacy groups.

- ○ Yes
- ○ No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

35. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>insulting your racial/ethnic group</u>?

- ○ Yes
- ○ No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

36. **Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>?** Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.
    ○ Yes
    ○ No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

37. **Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>?** This might be, for example, a comment about your skin color, height, hair, or eye shape.
    ○ Yes
    ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

38. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>making a comment about the way people in your racial/ethnic group talk</u>?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

39. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>showing you a lack of respect because of your race/ethnicity</u>?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

40. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

41. Since <u>%%XDATE%%</u>, has someone from work <u>threatened or physically assaulted you because of your race/ethnicity</u>?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

We have asked you questions about how someone from work might have created difficulties for you. We are also interested in whether someone from work targeted another person based on their race/ethnicity.

42. Since %%XDATE%%, has someone from work directed an offensive action or comment at another person because of their race/ethnicity?
- ○ Yes
- ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

43. Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset?
- ○ Yes
- ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes.

44. Do you think they ever knew that you or someone else wanted them to stop? If more than one person did this, do you think any of them ever knew?
- ○ Yes
- ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>telling racial/ethnic jokes</u>.

45. Did they <u>continue</u> telling these jokes even <u>after</u> they knew that you or someone else wanted them to stop?

○ Yes

○ No

******** Page Break **********

46. Do you think most people know that telling racial/ethnic jokes would be offensive to military members in certain racial/ethnic groups?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset <u>by using an offensive racial/ethnic term</u>.

47. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset <u>by using an offensive racial/ethnic term</u>.

48. Did they <u>continue</u> using the offensive racial/ethnic term even <u>after</u> they knew that you or someone else wanted them to stop?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset <u>by using an offensive racial/ethnic term</u>.

49. Do you think most people know that using a racial/ethnic term would be offensive to military members in certain racial/ethnic groups?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>.

50. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>.

51. Did they <u>continue</u> making these claims even <u>after</u> they knew that you or someone else wanted them to stop?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>.

52. Do you think most people know that these claims would be offensive to military members in certain racial/ethnic groups?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>displaying something that threatens or insults a racial/ethnic group</u>. This includes tattoos, e-mails, pictures, flags, and so on.

53. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>displaying something that threatens or insults a racial/ethnic group</u>. This includes tattoos, e-mails, pictures, flags, and so on.

54. Did they <u>continue</u> displaying these materials even <u>after</u> they knew that you or someone else wanted them to stop?
○ Yes
○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>displaying something that threatens or insults a racial/ethnic group</u>. This includes tattoos, e-mails, pictures, flags, and so on.

55. Do you think most people know that displaying these materials would be offensive to military members in certain racial/ethnic groups?
○ Yes
○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>insulting your racial/ethnic group</u>.

56. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?
○ Yes
○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>insulting your racial/ethnic group</u>.

57. Did they <u>continue</u> these insults even <u>after</u> they knew that you or someone else wanted them to stop?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>insulting your racial/ethnic group</u>.

58. Do you think most people know that these insults would be offensive to military members in certain racial/ethnic groups?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

59. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

○ Yes

○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

60. Did they <u>continue</u> using this stereotype even <u>after</u> they knew that you or someone else wanted them to stop?

  ○ Yes

  ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

61. Do you think most people know that using this stereotype would be offensive to military members in certain racial/ethnic groups?

  ○ Yes

  ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>.

62. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

  ○ Yes

  ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>.

63. Did they <u>continue</u> making this comment even <u>after</u> they knew that you or someone else wanted them to stop?

⊙ Yes

⊙ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>.

64. Do you think most people know that this comment would be offensive to military members in certain racial/ethnic groups?

⊙ Yes

⊙ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about the way people in your racial/ethnic group talk</u>.

65. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

⊙ Yes

⊙ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about the way people in your racial/ethnic group talk</u>.

66. Did they <u>continue</u> making this comment even <u>after</u> they knew that you or someone else wanted them to stop?

   ⃝ Yes

   ⃝ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about the way people in your racial/ethnic group talk</u>.

67. Do you think most people know that making this comment would be offensive to military members in certain racial/ethnic groups?

   ⃝ Yes

   ⃝ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>showing you a lack of respect because of your race/ethnicity</u>.

68. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

   ⃝ Yes

   ⃝ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>showing you a lack of respect because of your race/ethnicity</u>.

69. Did they <u>continue</u> showing you a lack of respect even <u>after</u> they knew that you or someone else wanted them to stop?
- ○ Yes
- ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>showing you a lack of respect because of your race/ethnicity</u>.

70. Do you think most people know that showing you a lack of respect because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?
- ○ Yes
- ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>.

71. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?
- ○ Yes
- ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>.

72. Did they <u>continue</u> excluding you even <u>after</u> they knew that you or someone else wanted them to stop?

- ○ Yes
- ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>.

73. Do you think most people know that excluding you from an activity because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?

- ○ Yes
- ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>directing an offensive action or comment at another person because of their race/ethnicity</u>.

74. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

- ○ Yes
- ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>directing an offensive action or comment at another person because of their race/ethnicity</u>.

75. Did they <u>continue</u> the offensive action or comments even <u>after</u> they knew that you or someone else wanted them to stop?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>directing an offensive action or comment at another person because of their race/ethnicity</u>.

76. Do you think most people know that the action or comment would be offensive to many military members?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

Earlier you answered questions about upsetting or offensive things that someone from work did since %%XDATE%%.

77. Do you consider any of the things you experienced to be racial/ethnic harassment?

○ Yes

○ No

******** Page Break **********

78. **The next question will ask about some of your experiences. Please consider the following things that someone from work did:**
    a. Told racial/ethnic jokes
    b. Used an offensive racial/ethnic term
    c. Claimed that their race/ethnicity is better than others
    d. Displayed something that threatens or insults a racial/ethnic group
    e. Directed an offensive action or comment at <u>another person</u> because of their race/ethnicity

******** Page Break **********

79. **Thinking about the workplace experiences that made you uncomfortable, angry, or upset you, was the upsetting or offensive behavior directed at…**
    ○ Your racial/ethnic group?
    ○ Someone else's racial/ethnic group?
    ○ Both your racial/ethnic group and another racial/ethnic group?

******** Page Break **********

The next questions ask if someone from work treated you unfairly because of your race/ethnicity and if they would have treated someone of a different race/ethnicity better.

80. **Since <u>%%XDATE%%</u>, did someone <u>give you a lower military performance evaluation because of your race/ethnicity</u>?**
    ○ Yes
    ○ No

******** Page Break **********

81. What led you to believe that the person gave you a lower military performance evaluation because of your race/ethnicity? *Mark "Yes" or "No" for each item*.

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

82. Since %%XDATE%%, did someone make it harder for you to get a military award because of your race/ethnicity? This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.

○ Yes

○ No

******** Page Break **********

83. **What led you to believe that the person made it harder for you to get a military award because of your race/ethnicity?** *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

84. **Since %%XDATE%%, did someone <u>make it harder for you to get a military promotion because of your race/ethnicity</u>?**
    - ○ Yes
    - ○ No

******** Page Break **********

85. What led you to believe that the person made it harder for you to get a military promotion because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

86. Since %%XDATE%%, did someone from the military make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.

○ Yes

○ No

******** Page Break **********

87. What led you to believe that the person made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

88. Since %%XDATE%%, did someone <u>assign you to an undesirable military unit, installation, or country because of your race/ethnicity</u>?

○ Yes

○ No

******** Page Break **********

89. **What led you to believe that the person assigned you to an undesirable military unit, installation, or country because of your race/ethnicity?** *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

90. **Since %%XDATE%%, did someone <u>assign you to either an undesirable or unimportant military task because of your race/ethnicity</u>?**

○ Yes

○ No

******** Page Break **********

91. **What led you to believe that the person assigned you to either an undesirable or unimportant military task because of your race/ethnicity?** *Mark "Yes" or "No" for each item.*

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

92. **Since %%XDATE%%, did someone make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?**
   ○ Yes
   ○ No

******** Page Break **********

93. **What led you to believe that the person made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?** *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

94. **Since %%XDATE%%, did someone <u>give you an unfair military training evaluation or grade because of your race/ethnicity</u>?**
   ○ Yes
   ○ No

******** Page Break **********

95. What led you to believe that the person gave you an unfair military training evaluation or grade because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

96. Since %%XDATE%%, did someone <u>deny your military leave, pass, or liberty request because of your race/ethnicity</u>?

○ Yes

○ No

******** Page Break **********

97. What led you to believe that the person denied your military leave, pass, or liberty request because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

98. Since %%XDATE%%, did someone from the military punish you unfairly because of your race/ethnicity? For example, you were disciplined more harshly for misconduct than someone of another race/ethnicity.

○ Yes

○ No

******** Page Break **********

99. What led you to believe that the person punished you unfairly because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.

100. Since %%XDATE%%, did someone in one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity?
- ○ Yes
- ○ No

******** Page Break **********

101. **What led you to believe that the person provided worse service or fewer benefits to you because of your race/ethnicity?** *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

102. Since %%XDATE%%, did someone from the military restrict your options for scheduling your military requirements because of your race/ethnicity? For example, scheduling drill days or military training.

○ Yes

○ No

******** Page Break **********

103. **What led you to believe that the person restricted your options for scheduling your military requirements because of your race/ethnicity?** *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

Earlier you answered questions about unfair things that someone from work has done since %%XDATE%%.

104. Do you consider any of the things that happened to you to be racial/ethnic discrimination?

○ Yes

○ No

******** Page Break **********

WORKPLACE EXPERIENCES

105. **Based on your answers earlier, it appears that, in the past 12 months, at least one person acted in a way that created an upsetting or unfair work environment.**

Please consider the following things that someone from work did, and select the <u>one situation or set of related events</u> that bothered you most. The next questions will ask for additional information about these experiences. *Mark "Yes" or "No" for each item.*

		Yes	No
a.	Told racial/ethnic jokes	○	○
b.	Used an offensive racial/ethnic term	○	○
c.	Claimed that their race/ethnicity is better than others	○	○
d.	Displayed something that threatens or insults a racial/ethnic group	○	○
e.	Insulted your racial/ethnic group	○	○
f.	Used a stereotype about your racial/ethnic group	○	○
g.	Made a comment about a physical characteristic of your racial/ethnic group	○	○
h.	Made a comment about the way people in your racial/ethnic group talk	○	○
i.	Showed you a lack of respect because of your race/ethnicity	○	○
j.	Excluded you from an activity because of your race/ethnicity	○	○
k.	Threatened or physically assaulted you because of your race/ethnicity	○	○
l.	Directed an offensive action or comment at <u>someone else</u> because of their race/ethnicity	○	○
m.	Gave you a lower military performance evaluation because of your race/ethnicity	○	○
n.	Made it harder for you to get a military award because of your race/ethnicity	○	○
o.	Made it harder for you to get a military promotion because of your race/ethnicity	○	○

Please consider the following things that someone from work did, and select the <u>one situation or set of related events</u> that bothered you most.

		Yes	No
p.	Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity	○	○
q.	Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity	○	○
r.	Assigned you to either an undesirable or unimportant military task because of your race/ethnicity	○	○
s.	Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity	○	○
t.	Gave you an unfair military training evaluation or grade because of your race/ethnicity	○	○
u.	Denied your military leave, pass, or liberty request because of your race/ethnicity	○	○
v.	Punished you unfairly because of your race/ethnicity	○	○
w.	Provided worse service or fewer benefits to you because of your race/ethnicity	○	○
x.	Restricted your options for scheduling your military requirements because of your race/ethnicity	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

Think about the situation or set of related events you selected in the previous question that bothered you the most as you answer the following items.

106. During the course of the situation you have in mind, how often did the behavior(s) occur?

○ Once

○ Occasionally

○ Frequently

○ Still occurring

******** Page Break **********

107. Where did this situation occur?

- ○ At a military installation (for example, on base)
- ○ Some behaviors occurred at a military installation and some did not
- ○ Not at a military installation (for example, off base)

******** Page Break **********

WORKPLACE EXPERIENCES

108. Did the situation occur... *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. At your military work (the place where you perform your military duties)?	○	○
b. During duty hours?	○	○
c. In a military work environment where members of your racial/ethnic background are uncommon?	○	○
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	○	○
e. While you were deployed?	○	○

******** Page Break **********

109. How many offender(s) of each racial/ethnic group were involved in the situation? *Mark one answer for each item.*

	None	At least one
a. Unknown race/ethnicity	○	○
b. Multiracial/ethnic individual(s)	○	○
c. White	○	○
d. Black or African American	○	○
e. American Indian or Alaska Native	○	○
f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	○	○
g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)	○	○
h. Spanish/Hispanic/Latino	○	○

******** Page Break **********

110. Was/were the offender(s)... *Mark one answer for each item.*

	Yes	No	Don't know
a. Someone in your chain of command?	○	○	○
b. Other military person(s), not in your chain of command, of higher rank/grade than you?	○	○	○
c. Your military coworker(s)?	○	○	○
d. Your military subordinate(s)?	○	○	○
e. Other military person(s)?	○	○	○
f. DoD/DHS civilian employee(s)?	○	○	○
g. DoD/DHS civilian contractor(s)?	○	○	○
h. A civilian from the local community?	○	○	○
i. Unknown person(s)?	○	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

111. As a result of the situation, did you... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Request a transfer?	○	○
b. Think about getting out of your National Guard/Reserve component?	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

112. Did you report this situation to any of the following <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations? *Mark "Yes" or "No" for each item.*

	Yes	No
a. Someone in your chain of command	○	○
b. Someone in the chain of command of the offender	○	○
c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	○	○
d. Other person or office with responsibility for follow-up	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

Please specify the other person or office with responsibility for follow-up. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text entry box]

******** Page Break **********

113. **What were your reasons for reporting the situation?** *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. To prevent it from happening again	○	○
b. To prevent it from happening to someone else	○	○
c. To punish the person	○	○
d. To make your chain of command situationally aware	○	○
e. To reduce any impact on your evaluation or promotion	○	○
f. To make your military work environment a better place	○	○
g. To transfer yourself or the offender out of your unit	○	○
h. Other reason	○	○

******** Page Break **********

Please specify the other reason(s) you reported the situation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

******** Page Break **********

114. **How satisfied are you with the following aspects of the reporting process?** *Mark one answer for each item.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to follow-up on a report	○	○	○	○	○
b. Treatment by personnel handling your report	○	○	○	○	○
c. Amount of time it took/is taking to resolve your report	○	○	○	○	○
d. How well you were/are kept informed about the progress of your report	○	○	○	○	○
e. Degree to which your privacy was/is being protected	○	○	○	○	○
f. The reporting process overall	○	○	○	○	○

******** Page Break **********

Please specify why you were dissatisfied with the reporting process overall. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

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******** Page Break **********

115. Do you know the outcome of your report?

○ Yes

○ No

○ Does not apply; it is still in process

******** Page Break **********

116. Was your report found to be true?

○ Yes

○ No

○ They were unable to determine whether your report was true or not

******** Page Break **********

117. How satisfied were you with the outcome of your report?

- ○ Very satisfied
- ○ Satisfied
- ○ Neither satisfied nor dissatisfied
- ○ Dissatisfied
- ○ Very dissatisfied

******** Page Break **********

WORKPLACE EXPERIENCES

Please specify why you were dissatisfied with the outcome of your report. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text box]

******** Page Break **********

WORKPLACE EXPERIENCES

118. In response to your report, was official action taken against... *Mark one answer for each item.*

	Yes	No	Don't know
a. You?	○	○	○
b. One or more of the person(s) who bothered you?	○	○	○

******** Page Break **********

Please specify the official action taken against you in response to your report. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text entry box]

******** Page Break **********

119. Was the situation corrected?

- ○ Yes
- ○ No

******** Page Break **********

Please specify how or in what way the situation was corrected. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text entry box]

******** Page Break **********

120. **As a result of the situation, did you experience any...** *Mark one answer for each item.*

	Yes	**No**	**Don't know**
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	○	○	○
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	○	○	○

******** Page Break **********

Please specify in what way you experienced social retaliation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text box]

******** Page Break **********

121. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? *Mark "Yes" or "No" for each item.*

		Yes	No
a.	You thought it was not important enough to report.	○	○
b.	You did not know how to report.	○	○
c.	You felt uncomfortable making the report.	○	○
d.	You took care of the problem yourself.	○	○
e.	You did not think anything would be done.	○	○
f.	You thought you would not be believed.	○	○
g.	You thought reporting would take too much time and effort.	○	○
h.	You thought you would be labeled a troublemaker.	○	○
i.	You thought it would make your work situation unpleasant.	○	○
j.	You thought your performance evaluation or chance for promotion would suffer.	○	○
k.	You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	○	○
l.	You were afraid of retaliation/reprisals from your chain of command.	○	○
m.	You were encouraged to withdraw your report.	○	○
n.	You did not know the identity of the person(s) who did it.	○	○
o.	Situation only involved civilian(s) off an installation.	○	○
p.	Other reasons(s)	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

Please specify the other reason(s) why you did not report the situation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text box]

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

122. **Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially?** *Mark one answer for each item.*

	Yes	No	Don't know
a. Senior leadership of my National Guard/Reserve component	○	○	○
b. Senior leadership of my installation/ship	○	○	○
c. My immediate military supervisor	○	○	○

******** Page Break **********

123. Has the <u>military</u> paid too much or too little attention to... *Mark one answer for each item.*

	Too much attention	The right amount of attention	Too little attention
a. Racial/ethnic harassment and discrimination?	○	○	○
b. Sexual harassment and discrimination?	○	○	○
c. Religious harassment and discrimination?	○	○	○
d. Other harassment and discrimination?	○	○	○

******** Page Break **********

124. Does your <u>immediate military supervisor</u> pay too much or too little attention to... *Mark one answer for each item.*

	Too much attention	The right amount of attention	Too little attention
a. Racial/ethnic harassment and discrimination?	○	○	○
b. Sexual harassment and discrimination?	○	○	○
c. Religious harassment and discrimination?	○	○	○
d. Other harassment and discrimination?	○	○	○

******** Page Break **********

125. In your opinion, if someone in the military reported racial/ethnic harassment and discrimination, would their chances of getting promoted be...

- ○ The same?
- ○ Better?
- ○ Worse?

******** Page Break **********

126. **In your <u>military work group</u>, to what extent...** *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	○	○	○	○	○
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	○	○	○	○	○
c. Would people be able to get away with racial/ethnic harassment and discrimination?	○	○	○	○	○
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	○	○	○	○	○

******** Page Break **********

127. **At your National Guard/Reserve <u>installation/duty station</u>...** *Mark "Yes" or "No" for each item.*

	Yes	No
a. Would you know how to report experiences of racial/ethnic <u>harassment</u>?	○	○
b. Would you know how to report experiences of racial/ethnic <u>discrimination</u>?	○	○
c. Is the availability of reporting hotlines publicized enough?	○	○

******** Page Break **********

128. In the past 12 months, have you had training on racial/ethnic harassment and discrimination?

○ Yes

○ No

******** Page Break **********

129. My National Guard/Reserve component's training... *Mark one answer for each item.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply/My training did not cover this
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.	○	○	○	○	○	○
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.	○	○	○	○	○	○
c. Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.	○	○	○	○	○	○
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.	○	○	○	○	○	○

(Continued) My National Guard/Reserve component's training... *Mark one answer for each item.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply/My training did not cover this
e. Explains the process for reporting racial/ethnic harassment and discrimination.	○	○	○	○	○	○
f. Makes me feel it is safe to report offensive racial/ethnic situations.	○	○	○	○	○	○
g. Promotes cross-cultural awareness.	○	○	○	○	○	○
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.	○	○	○	○	○	○
i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.	○	○	○	○	○	○
j. Promotes religious tolerance.	○	○	○	○	○	○

******** Page Break **********

130. In your opinion, how effective was the training you received in <u>actually reducing or preventing</u> racial/ethnic harassment and discrimination?

- ○ Very effective
- ○ Moderately effective
- ○ Slightly effective
- ○ Not at all effective

******** Page Break **********

SOCIAL PERCEPTIONS

131. To what extent do you feel... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Comfortable interacting with people from different racial/ethnic groups?	○	○	○	○	○
b. Pressure from military members not to socialize with members of other racial/ethnic groups?	○	○	○	○	○
c. The need to watch what you say when with people from different racial/ethnic groups?	○	○	○	○	○
d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?	○	○	○	○	○
e. Comfortable interacting with people with different religious beliefs than you?	○	○	○	○	○

(Continued) To what extent do you feel... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
f. Pressure from military members to avoid socializing with members with different religious beliefs?	○	○	○	○	○
g. Comfortable being open about your religious beliefs with other military members?	○	○	○	○	○

******** Page Break **********

SOCIAL PERCEPTIONS

132. Do you <u>agree with the ideals of organizations</u> that... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Support the separation of people based on race/ethnicity?	○	○
b. Warn of the dangers of interactions between people of different races/ethnicities?	○	○
c. Point out the dangers of racial/ethnic diversity?	○	○

******** Page Break **********

SOCIAL PERCEPTIONS

133. At your <u>military duty station</u>, to what extent... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	○	○	○	○	○
b. Are hate crimes a problem?	○	○	○	○	○
c. Are gangs a problem?	○	○	○	○	○

******** Page Break **********

Please specify the problems that exist at your <u>military duty station</u>. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text entry box]

******** Page Break **********

134. In the <u>local community around your military duty station</u>, to what extent... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	○	○	○	○	○
b. Are hate crimes a problem?	○	○	○	○	○
c. Are gangs a problem?	○	○	○	○	○

******** Page Break **********

Please specify the problems that exist in <u>the local community around your military duty station</u>. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

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┌─────────────────────────────────────────────┐
│                                             ▲ │
│                                             ▓ │
│                                             ░ │
│                                             ░ │
│                                             ░ │
│                                             ░ │
│                                             ▼ │
└─────────────────────────────────────────────┘
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******** Page Break **********

SOCIAL MEDIA USE

135. Do you use social media or online social networks (for example, Facebook, Twitter, LinkedIn, Snapchat)?

    ○ Yes

    ○ No

******** Page Break **********

SOCIAL MEDIA USE

136. Does your National Guard/Reserve unit leadership, installation, or component use social media to communicate with you?

    ○ Yes

    ○ No

******** Page Break **********

137. To what extent do you use social media sites to get information from your National Guard/Reserve unit leadership, installation, or component?

- ○ Very large extent
- ○ Large extent
- ○ Moderate extent
- ○ Small extent
- ○ Not at all

******** Page Break **********

138. Have you ever witnessed a military member use a social media site as a tool to ridicule, abuse, or harm... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Another military member?	○	○
b. Your leadership?	○	○
c. Your Reserve component?	○	○
d. The DoD as a whole?	○	○

******** Page Break **********

139. Did you report this misuse of a social media site?

- ○ Yes
- ○ No
- ○ Does not apply; someone else reported

******** Page Break **********

140. In cases where someone witnesses a military member using social media sites to ridicule, abuse, or harm, is there an established way to report this misuse?

○ Yes

○ No

○ Don't know

******** Page Break **********

141. Please specify the established way(s) to report social media misuse. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text box]

******** Page Break **********

142. To what extent do you use social media sites to communicate with... *Mark one answer for each item.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Other members of your unit?	○	○	○	○	○
b. Leadership?	○	○	○	○	○
c. Family?	○	○	○	○	○
d. Friends?	○	○	○	○	○

******** Page Break **********

SOCIAL MEDIA USE

143. How often do you use social media sites at your <u>military</u> workplace?

- ○ Very often
- ○ Fairly often
- ○ Sometimes
- ○ Almost never
- ○ Never

******** Page Break **********

SOCIAL MEDIA USE

144. How concerned would you be if your military supervisor accessed your social network profile information?

- ○ Not at all concerned
- ○ Not very concerned
- ○ Neutral
- ○ Concerned
- ○ Very concerned

******** Page Break **********

SOCIAL MEDIA USE

145. In your current <u>military</u> workplace, do each of the following people belong to your online social network? *Mark one answer for each item.*

	Yes	No	Don't know
a. Immediate supervisor	○	○	○
b. Senior leader	○	○	○
c. Military coworkers	○	○	○
d. Family of military coworkers	○	○	○

******** Page Break **********

146. To what extent do you agree or disagree that access to social media sites should <u>not</u> be allowed during <u>military</u> work hours?

- ○ Strongly agree
- ○ Agree
- ○ Neither agree nor disagree
- ○ Disagree
- ○ Strongly disagree

******** Page Break **********

147. Does your <u>military</u> workplace have a formal policy restricting the use of social media sites during <u>military</u> work hours?

- ○ Yes
- ○ No
- ○ Don't know

******** Page Break **********

148. If there is a policy that forbids all use of social media sites during <u>military</u> work hours, do members of your <u>military</u> work group generally abide by the policy? *Mark one.*

- ○ Yes
- ○ No
- ○ Don't know

******** Page Break **********

149. In your opinion, how often does racial/ethnic harassment and discrimination occur in the <u>nation</u> now, as compared with the last five years?

- ○ Much less often
- ○ Less often
- ○ About the same
- ○ More often
- ○ Much more often

******** Page Break **********

150. In your opinion, have race/ethnic relations in our <u>nation</u> gotten better or worse during the last five years?

- ○ Better today
- ○ About the same as five years ago
- ○ Worse today

******** Page Break **********

151. In your opinion, how often does racial/ethnic harassment and discrimination occur in the <u>military</u> now, as compared with the last five years?

- ○ Much less often
- ○ Less often
- ○ About the same
- ○ More often
- ○ Much more often

******** Page Break **********

MILITARY/CIVILIAN COMPARISONS

152. In your opinion, have racial/ethnic relations overall in the <u>military</u> gotten better or worse during the last five years?

- ○ Better today
- ○ About the same as five years ago
- ○ Worse today

******** Page Break **********

FURTHER BACKGROUND INFORMATION

153. Please indicate your religious affiliation by selecting from the list below. *If your religion is not listed, please select "Other".*

[Please select ▼]

******** Page Break **********

FURTHER BACKGROUND INFORMATION

Please indicate your religious affiliation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text box]

******** Page Break **********

154. **Thank you for participating in the survey. There are no more questions on this survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others. Your comments will be viewed and considered as policy deliberations take place. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated.**

******** Submit Button **********

155. **Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer(s). To submit your answers, click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail WEO-Survey@mail.mil, or send a fax to 1-763-268-3002.**

******** Submit Button **********

Appendix B.
Survey Communications

SAMPLE A SAMPLE
C/O SAMPLE B SAMPLE
123 MAIN STREET
456 LOWER APARTMENT
GROUND FLOOR
ANYTOWN MN 12345-1234

December 28, 2015

Dear Sample A. Sample:

You are invited to participate in the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members.* This Congressionally-mandated survey of Reserve and National Guard members across the Department of Defense (DoD) is designed to assess your attitudes and opinions of your workplace and experiences in the last year. It focuses on your views of race/ethnic policies and programs in your military workplace. Without your participation, DoD and Congress may draw the wrong conclusions about what is going on in the military, which could potentially lead to misinformed policies that affect all of us.

One of the ways to understand what is happening in your military workplace is through surveys. While I recognize you receive numerous requests to take surveys, this survey is the only one of its kind given to Reserve and National Guard members this year. It is vital to DoD's ability to understand the presence or absence of these problems in the military workplace. The survey is voluntary, but your response is encouraged to ensure the results we obtain are truly representative. The survey is confidential to the extent permitted by law. All responses will be reported in the aggregate, and no individual data will be reported. Results from this survey will be used by DoD to develop policies that will support you and your fellow military members.

The survey is currently open at the Defense Manpower Data Center (DMDC) website: **http://www.dodsurveys.mil**   At the website, you will be asked to enter your **Ticket Number.** Your ticket number is **ABCDEF**

Because this survey is considered *Official Business,* it can be completed using your government computer or your own computer if you choose. This is your chance to share your experiences and help us to continue improving race/ethnic policies and programs in the military workplace.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

Mary Snavely-Dixon
Director, Defense Manpower Data Center

For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail **WEO-survey@mail.mil**, or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number.

64110000013

Endorsement
KeyLine
Name1
Name2   January 11, 2016
Care Of
Address 1
Address 2
Address 3
City ST 12345-1234

Dear Sample Name:

You were recently sent a letter inviting you to participate in the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members*. This Congressionally-mandated survey assesses your attitudes and opinions of your workplace and experiences in the last year, including your views of race/ethnic policies and programs in your military workplace. If you have completed the survey, thank you for your time. If you have not already done so, please take the time to complete it today.

The Department of Defense (DoD) remains committed to combating race/ethnic behaviors and evaluating their prevalence is key to reducing instances of discrimination. This is a difficult topic, but the Department wants to know about your experiences and thoughts on race/ethnic relations in the military: positive or negative. Your participation in this Congressionally-mandated survey gives the DoD information to better support you and your fellow military members and prevent future race/ethnic discrimination problems. Results from prior surveys have been used to inform race/ethnic program and policy offices on how to improve the military workplace of individuals like yourself.

While participation is <u>voluntary</u>, it is only through your answers that the DoD and Congress can adjust policies that affect us all. To access the survey, go to **http://www.dodsurveys.mil** and enter your **Ticket Number: Ticket**

These surveys are *Official Business*; you may complete the survey at your duty station, using government equipment. The survey is confidential to the extent permitted by law. All data will be reported in the aggregate, and no individual data will be reported.

Thank you for your time and cooperation with this very important effort.

Sincerely,

Mary Snavely-Dixon

Mary Snavely-Dixon
Director, Defense Manpower Data Center

For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail **WEO-survey@mail.mil**, or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

B-2

64110000013

Endorsement
KeyLine
Name1
Name2   January 28, 2016
Care Of
Address 1
Address 2
Address 3
City ST 12345-1234

Dear Sample Name:

Recently, you were asked to participate in the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members*. If you have already completed the survey, thank you for taking the time to do so. If you have not yet completed the survey, I encourage you to take the opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. Your input is vital because it is what will inform policy officials about how to improve race/ethnic policies and programs that affect all military members. You were scientifically selected to participate in this survey, and it is only by hearing from everyone selected that we can be certain we have accurate results. The survey is confidential to the extent permitted by law. All data will be reported in the aggregate, and no individual data will be reported.

To access the survey, go to **http://www.dodsurveys.mil** At the website, you will need to enter your **Ticket Number**: Ticket

If you are a victim of discrimination, please know we understand your experiences cannot be summed up in a survey. We know that, for many of you, you just want to put this behind you and move on. We hope, despite this, you will consider sharing your experiences and letting the Department know how they are doing. Regardless of your decision whether or not to take the survey, please consider getting help and support if you have not done so already, whether it is support from within, or outside, the military community.

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us. After March 16, 2016, we will consider the items you have completed to be your intended response.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

Mary Snavely-Dixon

Mary Snavely-Dixon
Director, Defense Manpower Data Center

For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail **WEO-survey@mail.mil**, or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

B-3

64110000013

Endorsement
KeyLine
Name1
Name2
Care Of
Address 1
Address 2
Address 3
City ST 12345-1234

February 16, 2016

Dear Sample Name:

Recently, I contacted you about participating in the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members*. Your completed responses have not yet been received and our deadline of March 16, 2016 is fast approaching. If you have not already done so, please take the time to complete the survey today.

The Department of Defense (DoD) remains committed to combating racial/ethnic discrimination. Although this is a difficult topic, the Department wants to know about your experiences and thoughts: positive or negative. This survey is the primary way of gathering quantifiable and systematic data, from as many people as possible, to shed light on what is happening in the Reserve components. However, surveys often feel impersonal and to most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language and terminology that is not easy to read and even more difficult to answer. We are committed to providing leadership with your important and anonymous feedback with our utmost respect for your comfort level.

While participation is <u>voluntary</u>, your opinions are very important. These surveys are *Official Business*; you may complete the survey at your duty station, using government equipment. The survey is confidential to the extent permitted by law. All data will be reported in the aggregate, and no individual data will be reported. To access the survey, go to **http://www.dodsurveys.mil** and enter your **Ticket Number: Ticket**

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit your responses. After March 16, 2016, we will consider the items you have completed to be your intended response.

Thank you for your time and assistance with this very important effort.

Sincerely,

Mary Snavely-Dixon

Mary Snavely-Dixon
Director, Defense Manpower Data Center

For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail **WEO-survey@mail.mil**, or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

B-4

64110000013

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Wednesday, January 13, 2016 1:44 PM
To: Sample, Pat
Subject:2015 workplace and Equal Opportunity Survey of Reserve Component Members
(REMIND1)

Dear Captain Smith:

Your Ticket Number: REMIND1

A little while ago, you received the "2015 workplace and Equal Opportunity Survey of
Reserve Component Members." If you have completed the survey, we would like to
thank you. For those that have yet to complete the survey, we encourage you to do
so by accessing the link below. This is your chance to share your experiences to
help the Department of Defense (DoD) improve race/ethnic policies and programs in
the military workplace. The comments from individuals who have responded have
already yielded a lot of useful information, and it is only by hearing from everyone
that we can ensure our results are accurate. Your participation is voluntary, and
the survey is confidential to the extent permitted by law.

The website for the survey is: http://www.dodsurveys.mil

Simply click on this address to go directly to the website. If this does not work,
"copy and paste" this address into the web address box of your Internet browser (not
into a search engine, such as Google). Once at the website, you will need to enter
your Ticket Number: REMIND1

This survey is "Official Business" and can be completed at work using government
equipment. If you received this message at your official military e-mail, you can
forward the message to your personal e-mail for easier access to the information.
You can also complete the survey at home or anywhere else you feel comfortable.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

If you have any questions or concerns, you may reply to this message, send an e-mail
to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do
not wish to participate or receive additional reminders about this survey, you may
remove yourself from the mailing list by replying to this message. Be sure to
include your Ticket Number and the words, "Please remove me from this survey's
mailing list." If you wish to withdraw your answers after starting this survey,
notify the Survey Processing Center prior to March 16, 2016. You will be required
to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to
verify the survey's legitimacy. Call 1-571-372-1034 or DSN 372-1034 for a list of
current data collections by licensed DMDC surveys. This prerecorded list does not
include surveys being conducted by other DoD offices.

In accordance with DoD Instruction 8910.01, all data collection in the Department
must be licensed and show that license as a Report Control Symbol (RCS) with an
expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Friday, January 22, 2016 2:33 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members (REMIND2)

Dear Captain Smith:

Your Ticket Number: REMIND2

If you have already taken the time to complete the "2015 Workplace and Equal Opportunity Survey of Reserve Component Members," your input is greatly appreciated. If you have not had a chance to participate, please try to take the time today. The Department of Defense (DoD) remains committed to estimating the prevalence and reducing instances of race/ethnic discrimination. This is a difficult topic, but the Department wants to know about your experiences and thoughts on race/ethnic relations in the military: positive or negative. Previous findings from prior surveys have been used to inform program and policy offices.

The website for the survey is: http://www.dodsurveys.mil Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter your Ticket Number: REMIND2

While your participation is voluntary, it is important to hear from as many Reserve component members as possible to ensure valid results. Be assured that all data will be reported in the aggregate, and no individual data will be reported. The survey is confidential to the extent permitted by law.

This survey is "Official Business" and can be completed at work using government equipment. If you received this message at your official military e-mail, you can forward the message to your personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

If you have any questions or concerns, you may reply to this message, send an e-mail to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do not wish to participate or receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 1-571-372-1034 or DSN 372-1034 for a list of current data collections by licensed DMDC surveys. This prerecorded list does not include surveys being conducted by other DoD offices.

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Thursday, January 28, 2016 1:51 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members (REMIND3)

Dear Captain Smith:

Your Ticket Number: REMIND3

We have received numerous completed surveys and want to thank all of you who have taken the time to share your experiences and opinions. Your input is greatly appreciated and will help guide policies designed to improve the military workplace of individuals like yourself. If you have not had a chance to participate or complete the "2015 Workplace and Equal Opportunity Relations Survey of Reserve Component Members" and you would like to inform senior policy officials of your opinion on race/ethnic policies and programs, please take the time to complete the survey. Without your participation, DoD and Congress may draw the wrong conclusions about what is going on in the military, which could potentially lead to misinformed policies that affect all of us. Your participation is voluntary, and the survey is confidential to the extent permitted by law.

The website for the survey is: http://www.dodsurveys.mil Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter your Ticket Number: REMIND3

This survey is "Official Business" and can be completed at work using government equipment. If you received this message at your official military e-mail, you can forward the message to your personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

If you have any questions or concerns, you may reply to this message, send an e-mail to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do not wish to participate or receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 1-571-372-1034 or DSN 372-1034 for a list of current data collections by licensed DMDC surveys. This prerecorded list does not include surveys being conducted by other DoD offices.

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Friday, February 05, 2016 1:52 PM
To: Sample, Pat
Subject: Important DoD Survey (REMIND4)

Dear Captain Smith:

Your Ticket Number: REMIND4

We wish to thank all individuals who have already completed the "2015 Workplace and Equal Opportunity Survey of Reserve Component Members." If you have not had a chance to complete the survey, please try to take the time today by going to the website below. This survey is the only one of its kind given to Reserve component members this year and its results will be used to improve the military workplace of individuals like yourself. Your participation is voluntary, and the survey is confidential to the extent permitted by law.

The website for the survey is: http://www.dodsurveys.mil Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter your Ticket Number: REMIND4

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us. Be assured that all data will be reported in the aggregate, and no individual data will be reported.

This survey is "Official Business" and can be completed at work using government equipment. If you received this message at your official military e-mail, you can forward the message to your personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

Again, thank you for completing the survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

If you have any questions or concerns, you may reply to this message, send an e-mail to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do not wish to participate or receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 1-571-372-1034 or DSN 372-1034 for a list of current data collections by licensed DMDC surveys. This prerecorded list does not include surveys being conducted by other DoD offices.

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Thursday, February 11, 2016 1:55 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members
(REMIND5)

Dear Captain Smith:

Your Ticket Number: REMIND5

For those who have completed the "2015 Workplace and Equal Opportunity Survey of
Reserve Component Members," thank you. If you have not had a chance to complete the
survey, please try to take the survey before the website closes on March 16, 2016.
Your input is vital because it is what will inform policy officials about how to
improve race/ethnic policies and programs that affect all military members. Your
participation is voluntary, and the survey is confidential to the extent permitted
by law. In order to improve your workplace, we need to learn everyone's
experiences.

The website for the survey is: http://www.dodsurveys.mil Simply click on this
address to go directly to the website. If this does not work, "copy and paste" this
address into the web address box of your Internet browser. Once at the website, you
will need to enter your Ticket Number: REMIND5

This is your chance to share your experiences to help the Department of Defense
(DoD) understand the presence or absence of problems related to race/ethnicity in
the military workplace. Be assured that all data will be reported in the aggregate,
and no individual data will be reported.

This survey is "Official Business," and can be completed at work using government
equipment. If you received this message at your official military e-mail, you can
forward the message to your personal e-mail for easier access to the information.
You can also complete the survey at home or anywhere else you feel comfortable.

Again, thank you for completing the survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

If you have any questions or concerns, you may reply to this message, send an e-mail
to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do
not wish to participate or receive additional reminders about this survey, you may
remove yourself from the mailing list by replying to this message. Be sure to
include your Ticket Number and the words, "Please remove me from this survey's
mailing list." If you wish to withdraw your answers after starting this survey,
notify the Survey Processing Center prior to March 16, 2016. You will be required
to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to
verify the survey's legitimacy. Call 1-571-372-1034 or DSN 372-1034 for a list of
current data collections by licensed DMDC surveys. This prerecorded list does not
include surveys being conducted by other DoD offices.

In accordance with DoD Instruction 8910.01, all data collection in the Department
must be licensed and show that license as a Report Control Symbol (RCS) with an
expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Tuesday, February 23, 2016 1:56 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members (REMIND6)

Dear Captain Smith:

Your Ticket Number: REMIND6

For those who have completed the "2015 Workplace and Equal Opportunity Survey of Reserve Component Members," thank you. The comments from individuals who have responded have already yielded a lot of useful information. If you have not had a chance to complete the survey, please try to take the survey before the website closes on March 16, 2016. Your participation is voluntary, and the survey is confidential to the extent permitted by law.

The website for the survey is: http://www.dodsurveys.mil Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter your Ticket Number: REMIND6

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey. Be assured that all data will be reported in the aggregate, and no individual data will be reported.

This survey is "Official Business" and can be completed at work using government equipment. If you received this message at your official military e-mail, you can forward the message to your personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

Again, thank you for completing the survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

If you have any questions or concerns, you may reply to this message, send an e-mail to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do not wish to participate or receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 16, 2016. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 1-571-372-1034 or DSN 372-1034 for a list of current data collections by licensed DMDC surveys. This prerecorded list does not include surveys being conducted by other DoD offices.

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Thursday, March 11, 2016 2:10 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members (REMIND7)

Dear Captain Smith:

Your Ticket Number: REMIND7

We wish to thank everyone who has helped make the "2015 Workplace and Equal Opportunity Survey of Reserve Component Members" a success. If you have not had a chance to complete the survey, please do so before the new close date of April 18, 2016. While your participation is voluntary, responses from this survey will give the Department of Defense (DoD) information to better support you and your fellow military members and prevent future race/ethnic discrimination problems. Results from prior surveys have been used to inform program and policy offices designed to improve the military workplace of individuals like yourself.

The website for the survey is: http://www.dodsurveys.mil

Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter your Ticket Number: REMIND7

This survey is "Official Business" and can be completed at work using government equipment. If you received this message at your official military e-mail, you can forward the message to your personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey. The survey is confidential to the extent permitted by law. Be assured that all data will be reported in the aggregate, and no individual data will be reported.
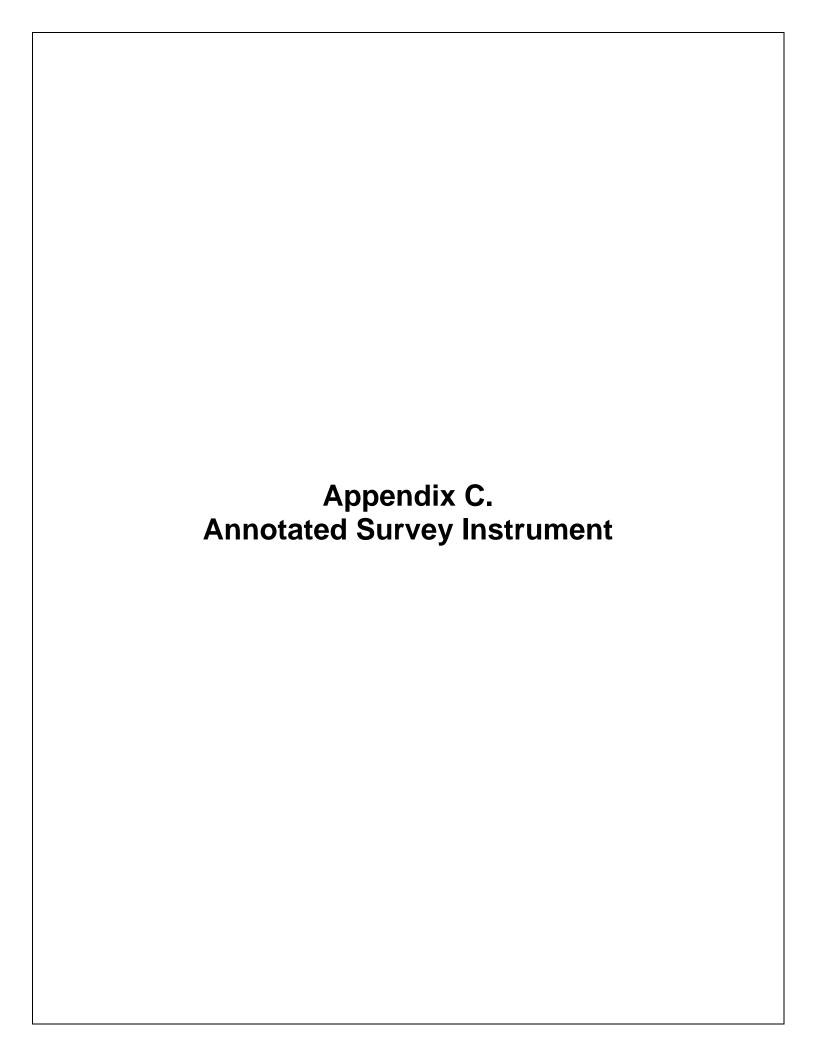
Again, thank you for completing the survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center Defense Manpower Data Center

If you have any questions or concerns, you may reply to this message, send an e-mail to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do not wish to participate or receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to April 18, 2016. You will be required to provide your Ticket Number.

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From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Thursday, March 17, 2016 2:18 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members
(REMIND8)

Dear Captain Smith:

Your Ticket Number: REMIND8

For those who have completed the "2015 Workplace and Equal Opportunity Survey of
Reserve Component Members," thank you. If you have not had a chance to complete the
survey, please try to take it before the website closes on April 18, 2016.

The survey findings will be reviewed by senior Defense officials and used in the
formulation of military personnel policies. Your answers make a difference and this
is your opportunity to inform policy officials of your opinions on race/ethnic
policies and programs that affect all military members. The survey is confidential
to the extent permitted by law. Be assured all data will be reported in the
aggregate, and no individual data will be reported.

The website for the survey is: http://www.dodsurveys.mil Simply click on this
address to go directly to the website. If this does not work, "copy and paste" this
address into the web address box of your Internet browser. Once at the website, you
will need to enter your Ticket Number: REMIND8

If you have partially completed the survey but have not clicked the "Submit Button,"
please go back, log onto the website, complete as many items as you can, and submit
the survey. After April 18, 2016, we will consider the items you have completed to
be your intended response.

Again, thank you for completing the survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center Defense Manpower Data
Center

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equipment. If you received this message at your official military e-mail, you can
forward the message to your personal e-mail for easier access to the information.
You can also complete the survey at home or anywhere else you feel comfortable. Be
assured that all data will be reported in the aggregate, and no individual data will
be reported.

If you have any questions or concerns, you may reply to this message, send an e-mail
to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do
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must be licensed and show that license as a Report Control Symbol (RCS) with an
expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Tuesday, March 29, 2016 2:11 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members
(REMIND9)

Dear Captain Smith:

Your Ticket Number: REMIND9

As members of the Reserve/National Guard components, it is the Department of
Defense's responsibility to provide you with the best work environment possible.
One of the ways to understand what is happening in your military workplace is
through surveys. The Congressionally-mandated "2015 Workplace and Equal Opportunity
Survey of Reserve Component Members" is drawing to a close. If you have not had an
opportunity to take this survey, please find a few minutes to answer these questions
about your experiences. Your answers make a difference and this is your opportunity
to inform policy officials of your opinions on race/ethnicity-related policies and
programs that affect all military members. The survey is voluntary and confidential
to the extent permitted by law. Be assured all data will be reported in the
aggregate, and no individual data will be reported.

The website for the survey is: http://www.dodsurveys.mil Simply click on this
address to go directly to the website. If this does not work, "copy and paste" this
address into the web address box of your Internet browser. Once at the website, you
will need to enter your Ticket Number: REMIND9

If you have partially completed the survey but have not clicked the "Submit Button,"
please go back, log onto the website, complete as many items as you can, and submit
the survey. After April 18, 2016, we will consider the items you have completed to
be your intended response.

Again, thank you for completing the survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

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If you have any questions or concerns, you may reply to this message, send an e-mail
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expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Thursday, April 07, 2016 2:26 PM
To: Sample, Pat
Subject: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members
(REMIND10)

Dear Captain Smith:

Your Ticket Number: REMIND10

The "2015 Workplace and Equal Opportunity Survey of Reserve Component Members" is
drawing to a close. If you have already taken the time to complete it, thank you.
If you have not, please take the time before May 9, 2016 to complete the survey. We
realize that you may receive many surveys, but this important
Congressionally-mandated survey is the only one of its kind given to each Reserve
and National Guard component, and is only administered every four years. Your
participation is voluntary, and the survey is confidential to the extent permitted
by law.

The website for the survey is: http://www.dodsurveys.mil Simply click on this
address to go directly to the website. If this does not work, "copy and paste" this
address into the web address box of your Internet browser. Once at the website, you
will need to enter your Ticket Number: REMIND10

If you have partially completed the survey but have not clicked the "Submit Button,"
please go back, log onto the website, complete as many items as you can, and submit
the survey. After May 9, 2016, we will consider the items you have completed to be
your intended response.

Again, thank you for completing the survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center Defense Manpower Data
Center

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to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do
not wish to participate or receive additional reminders about this survey, you may
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mailing list." If you wish to withdraw your answers after starting this survey,
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must be licensed and show that license as a Report Control Symbol (RCS) with an
expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Wednesday, April 20, 2016 2:32 PM
To: Sample, Pat
Subject: Last Reminder: 2015 Workplace and Equal Opportunity Survey of Reserve
Component Members (REMIND11)

Dear Captain Smith:

Your Ticket Number: REMIND11

This is your FINAL chance to participate in the "2015 Workplace and Equal
Opportunity Survey of Reserve Component Members" as the survey will close soon.
Please take the time before May 9, 2016 to complete the survey. Your participation
in this Congressionally-mandated survey is requested so leadership can understand
what is happening in our military. Your input will help shape DoD and Congressional
policy, and ensure a greater workplace for all. Although the survey is voluntary,
we encourage your participation to ensure policymakers hear from many different
perspectives and opinions, and can act on the results of the survey accordingly.
All data collected is confidential to the extent permitted by law.

The website for the survey is: http://www.dodsurveys.mil Simply click on this
address to go directly to the website. If this does not work, "copy and paste" this
address into the web address box of your Internet browser. Once at the website, you
will need to enter your Ticket Number: REMIND11

If you have partially completed the survey but have not clicked the "Submit Button,"
please go back, log onto the website, complete as many items as you can, and submit
the survey. After May 9, 2016, we will consider the items you have completed to be
your intended response.

Again, thank you for taking the time to complete this important survey.

Sincerely,
Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center Defense Manpower Data
Center

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equipment. If you received this message at your official military e-mail, you can
forward the message to your personal e-mail for easier access to the information.
You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail
to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do
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In accordance with DoD Instruction 8910.01, all data collection in the Department
must be licensed and show that license as a Report Control Symbol (RCS) with an
expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

From: Workplace and Equal Opportunity Survey <WEOSurvey@dmdc.osd.mil>
Sent: Thursday, May 12, 2016 3:55 PM
To: Sample, Pat
Subject: FINAL: 2015 Workplace and Equal Opportunity Survey of Reserve Component Members (REMIND12)

Dear Captain Smith:

Your Ticket Number: REMIND12

To ensure all voices have a chance to be heard, the "2015 Workplace and Equal Opportunity Survey of Reserve Component Members" has been extended until May 27. We wish to thank all individuals who choose to complete the survey as the results are crucial in defining future DoD policy. Your participation is voluntary, and the survey is confidential to the extent permitted by law.

The website for the survey is: http://www.dodsurveys.mil Once at the website, you will need to enter your Ticket Number: REMIND12

If you have partially completed the survey but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey. After May 27, 2016, we will consider the items you have completed to be your intended response.

Please consider taking the survey today, as your contribution may have direct impact on DoD policy.

Again, thank you for your participation.

Sincerely,

Dr. Paul Rosenfeld
Director, Defense Research, Surveys, and Statistics Center
Defense Manpower Data Center

This survey is "Official Business" and can be completed at work using government equipment. If you received this message at your official military e-mail, you can forward the message to your personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WEO-Survey@mail.mil, or leave a message at 1-800-881-5307. If, however, you do not wish to participate or receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to May 27, 2016. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 1-571-372-1034 or DSN 372-1034 for a list of current data collections by licensed DMDC surveys. This prerecorded list does not include surveys being conducted by other DoD offices.

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

Appendix C.
Annotated Survey Instrument

2015 Workplace and Equal Opportunity Survey of Reserve Component Members

NGRES
1. Were you a member of the National Guard/Reserve on December 28, 2015?

2 ○ Yes

1 ○ No, I separated or retired on or before December 28, 2015

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRSEX
2. Are you...?

1 ○ Male

2 ○ Female

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRHISPA1
3. Are you Spanish/Hispanic/Latino?

1 ○ No, not Spanish/Hispanic/Latino

2 ○ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December
<u>SRRACEA, SRRACEB, SRRACEC, SRRACED, SRRACEE</u>

4. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>SRPRIOR</u>

5. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

YOUR BACKGROUND

If you are currently activated, report whether you were a military technician in the week prior to your current activation.

([RSV_SCAT] = "SEL RES Other Training Programs" OR [RSV_SCAT] = "FT members performing AD on FTNGD for over 180 but exempt from" OR [RSV_SCAT] = "Simultaneous Membership Program (SMP)" OR [RSV_SCAT] = "Awaiting Second Part of IADT" OR [RSV_SCAT] = "Person awaiting IADT" OR [RSV_SCAT] = "Drilling Unit Member" OR [RSV_SCAT] = "On Initial Active Duty For Training (IADT)") AND ([RORG_CD] = "Air Force Reserve" OR [RORG_CD] = "Air National Guard" OR [RORG_CD] = "Army National Guard" OR [RORG_CD] = "Army Reserve") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRPROG3

6. Are you a military technician?

1　　○　Yes, I am currently a military technician

2　　○　Yes, in the week before my current activation, I was a military technician

3　　○　No

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRYEARS

7. How many years have you spent in military service? ***Do not count partial years. To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35". Include in military service years:***
- ***Time spent as an active duty Service member***
- ***Time spent as a National Guard/Reserve component member, to include:***

  - Time spent as a Drilling unit Reservist/Traditional Guardsman/Troop Program Unit (TPU) Reservist
  - Time spent mobilized/activated on active duty
  - Time spent in a full-time, active duty program
  - Time spent in the Individual Ready Reserve (IRR)
  - Time spent as an Individual Mobilization Augmentee (IMA)
  - Time spent in the Standby Reserve

  ☐ Years

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>RETINT1</u>
8. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

<u>5</u>   ○ Very likely

<u>4</u>   ○ Likely

<u>3</u>   ○ Neither likely nor unlikely

<u>2</u>   ○ Unlikely

<u>1</u>   ○ Very unlikely

******** Page Break **********

SATISFACTION AND RETENTION INTENTION

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>SATOVER</u>
9. Overall, how satisfied are you with the military way of life?

<u>5</u>   ○ Very satisfied

<u>4</u>   ○ Satisfied

<u>3</u>   ○ Neither satisfied nor dissatisfied

<u>2</u>   ○ Dissatisfied

<u>1</u>   ○ Very dissatisfied

******** Page Break **********

TEMPO

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>TEMPO1</u>
10. In the past 12 months, how many days (<u>full days, not drill periods</u>) did you spend in a compensated (pay or points) National Guard/Reserve status? *To indicate none, enter "0".*

☐ Days

******** Page Break **********

TEMPO

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>TEMPO3</u>
11. In the past 12 months, how many nights did you spend away from your home because of your military duties? *Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".*

[   ] Nights

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. When you see any form of the terms "**activation**" or "**deployment**" later in this survey, you can click on the words to recall these definitions.

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10 USC 12301(a) (Full Mobilization), 10 USC 12301(d) (Voluntary Active Duty), 10 USC 12302 (Partial Mobilization), or 10 USC 12304 (Presidential Callup). **It does NOT apply to members on full-time active duty (Active Guard Reserve [AGR], Full-Time Support [FTS], or Active Reserve [AR]), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term **"deployment"** refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location <u>within</u> the contiguous 48 states (CONUS) or to a location <u>outside</u> the contiguous 48 states (OCONUS).

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>SRACTMONTH</u>
12. Have you been activated in the past 12 months? *This includes activations that started more than 12 months ago and continued into the past 12 months. If you have been an Active Guard Reserve (AGR), Full-Time Support (FTS), or Active Reserve (AR) for the past 12 months, select "No".*

2 ○ Yes

1 ○ No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

(Q12 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRACTDAYS
13. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

2   ○   Yes

1   ○   No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

(Q12 = "Yes" AND Q13 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRACTVLNTR
14. In the past 12 months, has (have) your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

1   ○   Voluntary

2   ○   Involuntary

3   ○   Both

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q12 = "Yes")
CURRACTIVE
15. Are you currently activated?

2   ○   Yes

1   ○   No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

(Q12 = "Yes" AND Q13 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRACTDEPLOY

16. Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

2   ○   Yes

1   ○   No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

(Q16 = "Yes" AND Q12 = "Yes" AND Q13 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SRACTCONUS

17. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

1   ○   CONUS

2   ○   OCONUS

3   ○   Both

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q16 = "Yes" AND Q15 = "Yes" AND Q12 = "Yes" AND Q13 = "Yes")
CURRDEPLOY

18. Are you currently deployed?

2   ○   Yes

1   ○   No

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q16 = "Yes" AND Q15 = "Yes" AND Q12 = "Yes" AND Q13 = "Yes")

TIMESDEP

19. In the past 12 months, how many times have you been deployed?

[dropdown] ▼

.	Please select
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

******** Page Break **********

ACTIVATION/DEPLOYMENT STATUS

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q16 = "Yes" AND Q15 = "Yes" AND Q12 = "Yes" AND Q13 = "Yes")

DPLYCZPAY

20. In the past 12 months, have you been deployed to a combat zone or an area where you drew imminent danger pay or hostile fire pay?

2　　◯　Yes

1　　◯　No

******** Page Break **********

C-8

YOUR MILITARY WORKPLACE

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>SRUNIT</u>
21. How long have you been in your present <u>military</u> unit? *To indicate less than one year, enter "0".*

☐ Years

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>MENTOR</u>
22. In your opinion, have you had a formal and/or informal mentor who advised you on your <u>military</u> career?

<u>1</u> ○ Yes, I have had at least one formal mentor (for example, assigned/provided to you as part of a formal mentorship program)

<u>2</u> ○ Yes, I have had at least one informal mentor

<u>3</u> ○ Yes, I have had both a formal and informal mentor

<u>4</u> ○ No, I have not had a mentor

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

MILSUPA, MILSUPB, MILSUPC, MILSUPD, MILSUPE, MILSUPF

23. How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. You trust your supervisor.	5 ○	4 ○	3 ○	2 ○	1 ○
b. Your supervisor ensures that all assigned personnel are treated fairly.	○	○	○	○	○
c. There is very little conflict between your supervisor and the people who report to him/her.	○	○	○	○	○
d. Your supervisor evaluates your work performance fairly.	○	○	○	○	○
e. Your supervisor assigns work fairly in your work group.	○	○	○	○	○
f. You are satisfied with the direction/supervision you receive.	○	○	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

ORGWRKA, ORGWRKB, ORGWRKC, ORGWRKD, ORGWRKE, ORGWRKF

24. How much do you agree or disagree with the following statements about <u>the people you work with</u> at your <u>military</u> workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	5	4	3	2	1
a. There is very little conflict among your coworkers.	○	○	○	○	○
b. Your coworkers put in the effort required for their jobs.	○	○	○	○	○
c. The people in your work group tend to get along.	○	○	○	○	○
d. The people in your work group are willing to help each other.	○	○	○	○	○
e. You are satisfied with the relationships you have with your coworkers.	○	○	○	○	○
f. You put more effort into your job than your coworkers do.	○	○	○	○	○

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

MILWRKA, MILWRKB, MILWRKC, MILWRKD, MILWRKE

25. How much do you agree or disagree with the following statements about <u>the work</u> you do at your <u>military</u> workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	5	4	3	2	1
a. Your work provides you with a sense of pride.	○	○	○	○	○
b. Your work makes good use of your skills.	○	○	○	○	○
c. You like the kind of work you do.	○	○	○	○	○
d. Your job gives you the chance to acquire valuable skills.	○	○	○	○	○
e. You are satisfied with your job as a whole.	○	○	○	○	○

******** Page Break **********

YOUR MILITARY WORKPLACE

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

PREPAREA, PREPAREB

26. Overall, how well prepared... *Mark one answer for each item.*

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
	5	4	3	2	1
a. Are <u>you</u> to perform your wartime job?	○	○	○	○	○
b. Is <u>your military unit</u> to perform its wartime mission?	○	○	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>MORALEA, MORALEB</u>

27. How would you rate... *Mark one answer for each item.*

	Very high	High	Moderate	Low	Very low
a. <u>Your</u> current level of morale?	5 ○	4 ○	3 ○	2 ○	1 ○
b. The current level of morale <u>in your military unit</u>?	○	○	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>MEMUNITA, MEMUNITB, MEMUNITC, MEMUNITD</u>

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Members in your unit really care about each other.	5 ○	4 ○	3 ○	2 ○	1 ○
b. Members in your unit work well together as a team.	○	○	○	○	○
c. Members in your unit pull together to get the job done.	○	○	○	○	○
d. Members in your unit trust each other.	○	○	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

WRKPROBA, WRKPROBB, WRKPROBC, WRKPROBD, WRKPROBE, WRKPROBF

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors... *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often	Very often
	1	2	3	4	5
a. Did not provide you with information or assistance when needed?	○	○	○	○	○
b. Were excessively harsh in their criticism of your work performance?	○	○	○	○	○
c. Took credit for your work or ideas?	○	○	○	○	○
d. Gossiped/talked about you?	○	○	○	○	○
e. Used insults, sarcasm, or gestures to humiliate you?	○	○	○	○	○
f. Yelled when they were angry with you?	○	○	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>INTROTEXT</u>
30. In this section, you will be asked about **upsetting or offensive things that someone from your <u>military</u> work might have said or done that were related to your race/ethnicity.** The questions ask about things that happened AFTER %%XDATE%%.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

When a question mentions "<u>someone from work</u>," please include any person you have contact with <u>as part of your military duties</u>. "Someone from work" could be a supervisor, a civilian employee, contractor, or military personnel at any rank. They could be in your unit or in other units.

These things might have occurred on duty or off duty, on base or off base. Please include them as long as the person who did them was someone from your <u>military</u> work.

Do <u>not</u> include experiences that happened in a <u>nonmilitary</u> job.

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.
<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H1</u>
31. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>telling racial/ethnic jokes</u>?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H2</u>

32. Since <u>%%XDATE%%</u>, has someone from work <u>used an offensive racial/ethnic term</u> that made you uncomfortable, angry, or upset?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H3</u>

33. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H4</u>

34. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>displaying something that threatens or insults a racial/ethnic group</u>? This includes tattoos, e-mails, pictures, flags, or anything that insults racial/ethnic groups or refers to racial supremacy groups.

2　　⊙　Yes

1　　⊙　No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H5</u>

35. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>insulting your racial/ethnic group</u>?

2　　⊙　Yes

1　　⊙　No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H6</u>

36. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>? Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

<u>2</u>　○　Yes

<u>1</u>　○　No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H7</u>

37. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>? This might be, for example, a comment about your skin color, height, hair, or eye shape.

<u>2</u>　○　Yes

<u>1</u>　○　No

******** Page Break **********

WORKPLACE EXPERIENCES

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H8

38. Since %%XDATE%%, has someone from work made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk?

2 ◯ Yes

1 ◯ No

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H9

39. Since %%XDATE%%, has someone from work made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity?

2 ◯ Yes

1 ◯ No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H10</u>

40. Since <u>%%XDATE%%</u>, has someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>?

2   ○   Yes

1   ○   No

******** Page Break **********

"Someone from work" includes any person you have contact with <u>as part of your military duties</u>.

<u>Race/Ethnicity</u> refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H11</u>

41. Since <u>%%XDATE%%</u>, has someone from work <u>threatened or physically assaulted you because of your race/ethnicity</u>?

2   ○   Yes

1   ○   No

******** Page Break **********

WORKPLACE EXPERIENCES

We have asked you questions about how someone from work might have created difficulties for you. We are also interested in whether someone from work targeted <u>another person based on their race/ethnicity</u>.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H12</u>
42. Since <u>%%XDATE%%</u>, has someone from work <u>directed an offensive action or comment at another person because of their race/ethnicity</u>?

<u>2</u>　⊙　Yes

<u>1</u>　⊙　No

******** Page Break **********

WORKPLACE EXPERIENCES

(Q42 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H12A</u>
43. Did the offensive action or comment at another person because of their race/ethnicity make <u>you</u> uncomfortable, angry, or upset?

<u>2</u>　⊙　Yes

<u>1</u>　⊙　No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>telling racial/ethnic jokes</u>.

(Q31 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H1B</u>
44. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

<u>2</u>　⊙　Yes

<u>1</u>　⊙　No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes.

(Q31 = "Yes" AND Q44 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
H1C

45. Did they <u>continue</u> telling these jokes even <u>after</u> they knew that you or someone else wanted them to stop?

2   ○   Yes

1   ○   No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes.

(Q31 = "Yes" AND ((Q44 = "Yes" AND (Q45 = "No" OR Q45 = .)) OR (Q44 = "No" OR Q44 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
H1D

46. Do you think most people know that telling racial/ethnic jokes would be offensive to military members in certain racial/ethnic groups?

2   ○   Yes

1   ○   No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by using an offensive racial/ethnic term.

(Q32 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
H2B

47. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

2   ○   Yes

1   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset <u>by using an offensive racial/ethnic term</u>.

(Q32 = "Yes" AND Q47 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H2C</u>

48. Did they <u>continue</u> using the offensive racial/ethnic term even <u>after</u> they knew that you or someone else wanted them to stop?

2 ○ Yes

1 ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset <u>by using an offensive racial/ethnic term</u>.

(Q32 = "Yes" AND ((Q47 = "Yes" AND (Q48 = "No" OR Q48 = .)) OR (Q47 = "No" OR Q47 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H2D</u>

49. Do you think most people know that using a racial/ethnic term would be offensive to military members in certain racial/ethnic groups?

2 ○ Yes

1 ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>.

(Q33 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H3B</u>

50. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

2 ○ Yes

1 ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>.

(Q33 = "Yes" AND Q50 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H3C</u>

51. Did they <u>continue</u> making these claims even <u>after</u> they knew that you or someone else wanted them to stop?

2 ○ Yes

1 ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>claiming that their race/ethnicity is better than others</u>.

(Q33 = "Yes" AND ((Q50 = "Yes" AND (Q51 = "No" OR Q51 = .)) OR (Q50 = "No" OR Q50 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H3D</u>

52. Do you think most people know that these claims would be offensive to military members in certain racial/ethnic groups?

2 ○ Yes

1 ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>displaying something that threatens or insults a racial/ethnic group</u>. This includes tattoos, e-mails, pictures, flags, and so on.

(Q34 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H4B</u>

53. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

2 ○ Yes

1 ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>displaying something that threatens or insults a racial/ethnic group</u>. This includes tattoos, e-mails, pictures, flags, and so on.

(Q34 = "Yes" AND Q53 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H4C</u>
54. Did they <u>continue</u> displaying these materials even <u>after</u> they knew that you or someone else wanted them to stop?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

(Q34 = "Yes" AND ((Q53 = "Yes" AND (Q54 = "No" OR Q54 = .)) OR (Q53 = "No" OR Q53 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H4D</u>
55. Do you think most people know that displaying these materials would be offensive to military members in certain racial/ethnic groups?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group.

(Q35 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H5B

56. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

2   ○   Yes

1   ○   No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group.

(Q35 = "Yes" AND Q56 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H5C

57. Did they <u>continue</u> these insults even <u>after</u> they knew that you or someone else wanted them to stop?

2   ○   Yes

1   ○   No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group.

(Q35 = "Yes" AND ((Q56 = "Yes" AND (Q57 = "No" OR Q57 = .)) OR (Q56 = "No" OR Q56 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H5D

58. Do you think most people know that these insults would be offensive to military members in certain racial/ethnic groups?

2   ○   Yes

1   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q36 = "Yes")
<u>H6B</u>

59. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

2   ⊙   Yes

1   ⊙   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

(Q36 = "Yes" AND Q59 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H6C</u>

60. Did they <u>continue</u> using this stereotype even <u>after</u> they knew that you or someone else wanted them to stop?

2   ⊙   Yes

1   ⊙   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>using a stereotype about your racial/ethnic group</u>. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

(Q36 = "Yes" AND ((Q59 = "Yes" AND (Q60 = "No" OR Q60 = .)) OR (Q59 = "No" OR Q59 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H6D

61. Do you think most people know that using this stereotype would be offensive to military members in certain racial/ethnic groups?

<u>2</u>   ○   Yes

<u>1</u>   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>.

(Q37 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H7B

62. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

<u>2</u>   ○   Yes

<u>1</u>   ○   No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>.

(Q37 = "Yes" AND Q62 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H7C</u>
63. Did they <u>continue</u> making this comment even <u>after</u> they knew that you or someone else wanted them to stop?

2 ○ Yes

1 ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about a physical characteristic of your racial/ethnic group</u>.

(Q37 = "Yes" AND ((Q62 = "Yes" AND (Q63 = "No" OR Q63 = .)) OR (Q62 = "No" OR Q62 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H7D</u>
64. Do you think most people know that this comment would be offensive to military members in certain racial/ethnic groups?

2 ○ Yes

1 ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about the way people in your racial/ethnic group talk</u>.

(Q38 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H8B</u>
65. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

2 ○ Yes

1 ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about the way people in your racial/ethnic group talk</u>.

(Q38 = "Yes" AND Q65 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H8C</u>
66. Did they <u>continue</u> making this comment even <u>after</u> they knew that you or someone else wanted them to stop?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>making a comment about the way people in your racial/ethnic group talk</u>.

(Q38 = "Yes" AND ((Q65 = "Yes" AND (Q66 = "No" OR Q66 = .)) OR (Q65 = "No" OR Q65 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H8D</u>
67. Do you think most people know that making this comment would be offensive to military members in certain racial/ethnic groups?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>showing you a lack of respect because of your race/ethnicity</u>.

(Q39 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H9B</u>
68. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

<u>2</u> ○ Yes

<u>1</u> ○ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>showing you a lack of respect because of your race/ethnicity</u>.

(Q39 = "Yes" AND Q68 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H9C</u>
69. Did they <u>continue</u> showing you a lack of respect even <u>after</u> they knew that you or someone else wanted them to stop?

<u>2</u>   ○   Yes

<u>1</u>   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>showing you a lack of respect because of your race/ethnicity</u>.

(Q39 = "Yes" AND ((Q68 = "Yes" AND (Q69 = "No" OR Q69 = .)) OR (Q68 = "No" OR Q68 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H9D</u>
70. Do you think most people know that showing you a lack of respect because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?

<u>2</u>   ○   Yes

<u>1</u>   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>.

(Q40 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H10B</u>
71. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

<u>2</u>   ○   Yes

<u>1</u>   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>.

(Q40 = "Yes" AND Q71 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H10C</u>

72. Did they <u>continue</u> excluding you even <u>after</u> they knew that you or someone else wanted them to stop?

2   ○   Yes

1   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>excluding you from an activity because of your race/ethnicity</u>.

(Q40 = "Yes" AND ((Q71 = "Yes" AND (Q72 = "No" OR Q72 = .)) OR (Q71 = "No" OR Q71 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>H10D</u>

73. Do you think most people know that excluding you from an activity because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?

2   ○   Yes

1   ○   No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>directing an offensive action or comment at another person because of their race/ethnicity</u>.

(Q42 = "Yes" AND Q43 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H12B</u>

74. Do you think they ever knew that you or someone else <u>wanted them to stop</u>? If more than one person did this, do you think any of them ever knew?

<u>2</u>   ⊙ Yes

<u>1</u>   ⊙ No

******** Page Break **********

(Q74 = "Yes" AND Q42 = "Yes" AND Q43 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>H12C</u>

75. Did they <u>continue</u> the offensive action or comments even <u>after</u> they knew that you or someone else wanted them to stop?

<u>2</u>   ⊙ Yes

<u>1</u>   ⊙ No

******** Page Break **********

You indicated that, after %%XDATE%%, someone from work made you uncomfortable, angry, or upset by <u>directing an offensive action or comment at another person because of their race/ethnicity</u>.

(Q42 = "Yes" AND Q43 = "Yes" AND ((Q74 = "Yes" AND (Q75 = "No" OR Q75 = .)) OR (Q74 = "No" OR Q74 = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

H12D

76. Do you think most people know that the action or comment would be offensive to many military members?

2   ○   Yes

1   ○   No

******** Page Break **********

Earlier you answered questions about upsetting or offensive things that someone from work did since %%XDATE%%.

((Q42 = "Yes" AND Q43 = "Yes") OR Q41 = "Yes" OR Q40 = "Yes" OR Q39 = "Yes" OR Q38 = "Yes" OR Q37 = "Yes" OR Q36 = "Yes" OR Q35 = "Yes" OR Q34 = "Yes" OR Q33 = "Yes" OR Q31 = "Yes" OR Q32 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RHF1

77. Do you consider any of the things you experienced to be racial/ethnic harassment?

2   ○   Yes

1   ○   No

******** Page Break **********

H1_EXP, H2_EXP, H3_EXP, H4_EXP, H12_EXP

78. The next question will ask about some of your experiences. Please consider the following things that someone from work did:

(Q45 = "Yes" OR Q46 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

a. Told racial/ethnic jokes

(Q48 = "Yes" OR Q49 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

b. Used an offensive racial/ethnic term

(Q51 = "Yes" OR Q52 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

c. Claimed that their race/ethnicity is better than others

(Q54 = "Yes" OR Q55 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

d. Displayed something that threatens or insults a racial/ethnic group

(Q75 = "Yes" OR Q76 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

e. Directed an offensive action or comment at <u>another person</u> because of their race/ethnicity

******** Page Break **********

(Q76 = "Yes" OR Q75 = "Yes" OR Q55 = "Yes" OR Q54 = "Yes" OR Q52 = "Yes" OR Q51 = "Yes" OR Q49 = "Yes" OR Q48 = "Yes" OR Q45 = "Yes" OR Q46 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RHF2

79. Thinking about the workplace experiences that made you uncomfortable, angry, or upset you, was the upsetting or offensive behavior directed at…

<u>1</u> ⦾ Your racial/ethnic group?

<u>2</u> ⦾ Someone else's racial/ethnic group?

<u>3</u> ⦾ Both your racial/ethnic group and another racial/ethnic group?

******** Page Break **********

The next questions ask if someone from work treated you unfairly because of your race/ethnicity and if they would have treated someone of a different race/ethnicity better.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD1INT

80. Since %%XDATE%%, did someone <u>give you a lower military performance evaluation because of your race/ethnicity</u>?

2   ⊙   Yes

1   ⊙   No

******** Page Break **********

WORKPLACE EXPERIENCES

(Q80 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD1A, RD1B, RD1C, RD1D

81. What led you to believe that the person gave you a lower military performance evaluation because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	2 ⊙	1 ⊙
b. The person said or did something showing they dislike your racial/ethnic group.	⊙	⊙
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	⊙	⊙
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	⊙	⊙

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD2INT

82. Since %%XDATE%%, did someone make it harder for you to get a military award because of your race/ethnicity? This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.

2 ○ Yes

1 ○ No

******** Page Break **********

(Q82 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD2A, RD2B, RD2C, RD2D

83. What led you to believe that the person made it harder for you to get a military award because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD3INT

84. Since %%XDATE%%, did someone make it harder for you to get a military promotion because of your race/ethnicity?

2 ○ Yes

1 ○ No

******** Page Break **********

(Q84 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD3A, RD3B, RD3C, RD3D

85. **What led you to believe that the person made it harder for you to get a military promotion because of your race/ethnicity?** *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD4INT

86. Since %%XDATE%%, did someone from the military <u>make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity</u>? For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.

2 ○ Yes

1 ○ No

******** Page Break **********

WORKPLACE EXPERIENCES

(Q86 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD4A, RD4B, RD4C, RD4D

87. What led you to believe that the person made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD5INT

88. Since %%XDATE%%, did someone <u>assign you to an undesirable military unit, installation, or country because of your race/ethnicity</u>?

2　○　Yes

1　○　No

******** Page Break **********

(Q88 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD5A, RD5B, RD5C, RD5D

89. What led you to believe that the person assigned you to an undesirable military unit, installation, or country because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD6INT

90. Since %%XDATE%%, did someone assign you to either an undesirable or unimportant military task because of your race/ethnicity?

2 ○ Yes

1 ○ No

******** Page Break **********

(Q90 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD6A, RD6B, RD6C, RD6D

91. What led you to believe that the person assigned you to either an undesirable or unimportant military task because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD7INT

92. Since %%XDATE%%, did someone <u>make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity</u>?

2 ○ Yes

1 ○ No

******** Page Break **********

(Q92 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD7A, RD7B, RD7C, RD7D

93. What led you to believe that the person made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD8INT

94. Since %%XDATE%%, did someone give you an unfair military training evaluation or grade because of your race/ethnicity?

2　○　Yes

1　○　No

******** Page Break **********

(Q94 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD8A, RD8B, RD8C, RD8D

95. What led you to believe that the person gave you an unfair military training evaluation or grade because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

********* Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD9INT

96. Since %%XDATE%%, did someone deny your military leave, pass, or liberty request because of your race/ethnicity?

2 ○ Yes

1 ○ No

********* Page Break **********

C-43

WORKPLACE EXPERIENCES

(Q96 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD9A, RD9B, RD9C, RD9D

97. What led you to believe that the person denied your military leave, pass, or liberty request because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD10INT

98. Since %%XDATE%%, did someone from the military <u>punish you unfairly because of your race/ethnicity</u>? For example, you were disciplined more harshly for misconduct than someone of another race/ethnicity.

2 ○ Yes

1 ○ No

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q98 = "Yes")

RD10A, RD10B, RD10C, RD10D

99. What led you to believe that the person punished you unfairly because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
	2	1
a. The person made a comment showing they took your race/ethnicity into account.	○	○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD11INT

100. Since %%XDATE%%, did someone in one of these jobs <u>provide worse service or fewer benefits to you because of your race/ethnicity</u>?

2   ○   Yes

1   ○   No

******** Page Break **********

(Q100 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD11A, RD11B, RD11C, RD11D

101. What led you to believe that the person provided worse service or fewer benefits to you because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD12INT

102. Since %%XDATE%%, did someone from the military restrict your options for scheduling your military requirements because of your race/ethnicity? For example, scheduling drill days or military training.

2 ○ Yes

1 ○ No

******** Page Break **********

(Q102 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RD12A, RD12B, RD12C, RD12D

103. What led you to believe that the person restricted your options for scheduling your military requirements because of your race/ethnicity? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. The person made a comment showing they took your race/ethnicity into account.	2 ○	1 ○
b. The person said or did something showing that they dislike your racial/ethnic group.	○	○
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	○	○
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	○	○

******** Page Break **********

Earlier you answered questions about unfair things that someone from work has done since %%XDATE%%.

(Q102 = "Yes" OR Q100 = "Yes" OR Q98 = "Yes" OR Q96 = "Yes" OR Q94 = "Yes" OR Q92 = "Yes" OR Q90 = "Yes" OR Q88 = "Yes" OR Q86 = "Yes" OR Q84 = "Yes" OR Q80 = "Yes" OR Q82 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

RDF1

104. Do you consider any of the things that happened to you to be racial/ethnic discrimination?

2 ○ Yes

1 ○ No

******** Page Break **********

ONESITA, ONESITB, ONESITC, ONESITD, ONESITE, ONESITF, ONESITG, ONESITH, ONESITI, ONESITJ, ONESITK, ONESITL, ONESITM, ONESITN, ONESITO, ONESITP, ONESITQ, ONESITR, ONESITS, ONESITT, ONESITU, ONESITV, ONESITW, ONESITX

105. Based on your answers earlier, it appears that, in the past 12 months, at least one person acted in a way that created an upsetting or unfair work environment. Please consider the following things that someone from work did, and select the <u>one situation or set of related events</u> that bothered you most. The next questions will ask for additional information about these experiences. *Mark "Yes" or "No" for each item*.

	Yes	**No**
(Q31 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")		
a. Told racial/ethnic jokes	2 ○	1 ○
(Q32 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")		
b. Used an offensive racial/ethnic term	○	○
(Q33 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")		
c. Claimed that their race/ethnicity is better than others	○	○
NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q34 = "Yes")		
d. Displayed something that threatens or insults a racial/ethnic group	○	○
(Q35 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")		
e. Insulted your racial/ethnic group	○	○
(Q36 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")		
f. Used a stereotype about your racial/ethnic group	○	○
(Q37 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")		
g. Made a comment about a physical characteristic of your racial/ethnic group	○	○

(Q38 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

h. Made a comment about the way people in your racial/ethnic group talk   ○   ○

(Q39 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

i. Showed you a lack of respect because of your race/ethnicity   ○   ○

(Q40 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

j. Excluded you from an activity because of your race/ethnicity   ○   ○

(Q41 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

k. Threatened or physically assaulted you because of your race/ethnicity   ○   ○

(Q42 = "Yes" AND Q43 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

l. Directed an offensive action or comment at <u>someone else</u> because of their race/ethnicity   ○   ○

(Q80 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

m. Gave you a lower military performance evaluation because of your race/ethnicity   ○   ○

(Q82 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

n. Made it harder for you to get a military award because of your race/ethnicity   ○   ○

(Q84 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

o. Made it harder for you to get a military promotion because of your race/ethnicity   ○   ○

(Q86 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

p. Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity   ○   ○

(Q88 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

q. Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity ○ ○

(Q90 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

r. Assigned you to either an undesirable or unimportant military task because of your race/ethnicity ○ ○

(Q92 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

s. Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity ○ ○

(Q94 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

t. Gave you an unfair military training evaluation or grade because of your race/ethnicity ○ ○

(Q96 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

u. Denied your military leave, pass, or liberty request because of your race/ethnicity ○ ○

(Q98 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

v. Punished you unfairly because of your race/ethnicity ○ ○

(Q100 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

w. Provided worse service or fewer benefits to you because of your race/ethnicity ○ ○

(Q102 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

x. Restricted your options for scheduling your military requirements because of your race/ethnicity ○ ○

******** Page Break **********

WORKPLACE EXPERIENCES

Think about the situation or set of related events you selected in the previous question that bothered you the most as you answer the following items.

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes")
REH1OFT
106. During the course of the situation you have in mind, how often did the behavior(s) occur?

1   ○   Once

2   ○   Occasionally

3   ○   Frequently

4   ○   Still occurring

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes")
REH1WHERE

107. Where did this situation occur?

1 ○ At a military installation (for example, on base)

2 ○ Some behaviors occurred at a military installation and some did not

3 ○ Not at a military installation (for example, off base)

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes")
REH1OCCA, REH1OCCB, REH1OCCC, REH1OCCD, REH1OCCE

108. Did the situation occur... *Mark "Yes" or "No" for each item.*

	Yes	No
	2	1
a. At your military work (the place where you perform your military duties)?	○	○
b. During duty hours?	○	○
c. In a military work environment where members of your racial/ethnic background are uncommon?	○	○
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	○	○
e. While you were deployed?	○	○

******** Page Break **********

C-51

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes")
REH1RACEA, REH1RACEB, REH1RACEC, REH1RACED, REH1RACEE, REH1RACEF, REH1RACEG, REH1RACEH

109. **How many offender(s) of each racial/ethnic group were involved in the situation?** *Mark one answer for each item.*

	None	**At least one**
	1	2
a. Unknown race/ethnicity	○	○
b. Multiracial/ethnic individual(s)	○	○
c. White	○	○
d. Black or African American	○	○
e. American Indian or Alaska Native	○	○
f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	○	○
g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)	○	○
h. Spanish/Hispanic/Latino	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes")
REH1POSA, REH1POSB, REH1POSC, REH1POSD, REH1POSE, REH1POSF, REH1POSG, REH1POSH, REH1POSI

110. Was/were the offender(s)... *Mark one answer for each item.*

	Yes	No	Don't know
	1	2	3
a. Someone in your chain of command?	○	○	○
b. Other military person(s), not in your chain of command, of higher rank/grade than you?	○	○	○
c. Your military coworker(s)?	○	○	○
d. Your military subordinate(s)?	○	○	○
e. Other military person(s)?	○	○	○
f. DoD/DHS civilian employee(s)?	○	○	○
g. DoD/DHS civilian contractor(s)?	○	○	○
h. A civilian from the local community?	○	○	○
i. Unknown person(s)?	○	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes")
REH1ACTG, REH1ACTH

111. As a result of the situation, did you... *Mark "Yes" or "No" for each item.*

	Yes	No
	2	1
a. Request a transfer?	○	○
b. Think about getting out of your National Guard/Reserve component?	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes")

REH1REPA, REH1REPB, REH1REPC, REH1REPD

112. Did you report this situation to any of the following <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations? *Mark "Yes" or "No" for each item.*

	Yes	No
a. Someone in your chain of command	<u>2</u> ○	<u>1</u> ○
b. Someone in the chain of command of the offender	○	○
c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	○	○
d. Other person or office with responsibility for follow-up	○	○

******** Page Break **********

([INCIDENTF] = "Yes" AND Q112d = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1REPSP

Please specify the other person or office with responsibility for follow-up. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text entry box]

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND ([INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes"))

REH1WHYA, REH1WHYB, REH1WHYC, REH1WHYE, REH1WHYF, REH1WHYG, REH1WHYH, REH1WHYD

113. What were your reasons for reporting the situation? *Mark "Yes" or "No" for each item.*

	Yes	**No**
a. To prevent it from happening again	2 ○	1 ○
b. To prevent it from happening to someone else	○	○
c. To punish the person	○	○
d. To make your chain of command situationally aware	○	○
e. To reduce any impact on your evaluation or promotion	○	○
f. To make your military work environment a better place	○	○
g. To transfer yourself or the offender out of your unit	○	○
h. Other reason	○	○

******** Page Break **********

(Q113h = "Yes" AND [INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1WHYSP

Please specify the other reason(s) you reported the situation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

```
[text box]
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******** Page Break **********

([INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1SATA, REH1SATB, REH1SATC, REH1SATD, REH1SATE, REH1SATF

114. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	5	4	3	2	1
a. Availability of information about how to follow-up on a report	○	○	○	○	○
b. Treatment by personnel handling your report	○	○	○	○	○
c. Amount of time it took/is taking to resolve your report	○	○	○	○	○
d. How well you were/are kept informed about the progress of your report	○	○	○	○	○
e. Degree to which your privacy was/is being protected	○	○	○	○	○
f. The reporting process overall	○	○	○	○	○

******** Page Break **********

([INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes") AND (Q114f = "Dissatisfied" OR Q114f = "Very dissatisfied")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1SATSP

Please specify why you were dissatisfied with the reporting process overall. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text entry box]

******** Page Break **********

([INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1OUT

115. Do you know the outcome of your report?

2 ○ Yes

1 ○ No

3 ○ Does not apply; it is still in process

******** Page Break **********

(Q115 = "Yes" AND [INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1TRUE

116. Was your report found to be true?

1 ○ Yes

2 ○ No

3 ○ They were unable to determine whether your report was true or not

******** Page Break **********

(Q115 = "Yes" AND [INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1OUTSAT

117. How satisfied were you with the outcome of your report?

<u>5</u>   ○   Very satisfied

<u>4</u>   ○   Satisfied

<u>3</u>   ○   Neither satisfied nor dissatisfied

<u>2</u>   ○   Dissatisfied

<u>1</u>   ○   Very dissatisfied

******** Page Break **********

(Q115 = "Yes" AND [INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes") AND (Q117 = "Dissatisfied" OR Q117 = "Very dissatisfied")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1OUTSATSP

Please specify why you were dissatisfied with the outcome of your report. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

******** Page Break **********

(Q115 = "Yes" AND [INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1RPACTA, REH1RPACTB

118. In response to your report, was official action taken against... *Mark one answer for each item.*

	Yes	No	Don't know
	1	2	3
a. You?	○	○	○
b. One or more of the person(s) who bothered you?	○	○	○

******** Page Break **********

(Q118a = "Yes" AND Q115 = "Yes" AND [INCIDENTF] = "Yes" AND (Q112d = "Yes" OR Q112c = "Yes" OR Q112a = "Yes" OR Q112b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1RPACTSP1

Please specify the official action taken against you in response to your report. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text box]

******** Page Break **********

([INCIDENTF] = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>REH1CORR</u>
119. Was the situation corrected?

<u>2</u>   ◌   Yes

<u>1</u>   ◌   No

******** Page Break **********

([INCIDENTF] = "Yes" AND Q119 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>REH1CORRSP</u>
Please specify how or in what way the situation was corrected. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

******** Page Break **********

([INCIDENTF] = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1EXPA, REH1EXPB

120. **As a result of the situation, did you experience any...** *Mark one answer for each item*.

	Yes	No	Don't know
	1	2	3
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	○	○	○
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	○	○	○

******** Page Break **********

([INCIDENTF] = "Yes" AND Q120b = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1EXPC

Please specify in what way you experienced social retaliation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

******** Page Break **********

([INCIDENTF] = "Yes" AND ((Q112a = "No" OR Q112a = .) AND (Q112b = "No" OR Q112b = .) AND (Q112c = "No" OR Q112c = .) AND (Q112d = "No" OR Q112d = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1WHYNA, REH1WHYNB, REH1WHYNC, REH1WHYND, REH1WHYNE, REH1WHYNF, REH1WHYNG, REH1WHYNH, REH1WHYNI, REH1WHYNJ, REH1WHYNK, REH1WHYNL, REH1WHYNM, REH1WHYNN, REH1WHYNO, REH1WHYNP

121. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? *Mark "Yes" or "No" for each item.*

		Yes	No
a.	You thought it was not important enough to report.	2 ○	1 ○
b.	You did not know how to report.	○	○
c.	You felt uncomfortable making the report.	○	○
d.	You took care of the problem yourself.	○	○
e.	You did not think anything would be done.	○	○
f.	You thought you would not be believed.	○	○
g.	You thought reporting would take too much time and effort.	○	○
h.	You thought you would be labeled a troublemaker.	○	○
i.	You thought it would make your work situation unpleasant.	○	○
j.	You thought your performance evaluation or chance for promotion would suffer.	○	○
k.	You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	○	○
l.	You were afraid of retaliation/reprisals from your chain of command.	○	○
m.	You were encouraged to withdraw your report.	○	○
n.	You did not know the identity of the person(s) who did it.	○	○
o.	Situation only involved civilian(s) off an installation.	○	○
p.	Other reasons(s)	○	○

******** Page Break **********

WORKPLACE EXPERIENCES

(Q121p = "Yes" AND [INCIDENTF] = "Yes" AND ((Q112a = "No" OR Q112a = .) AND Q112b = "No" OR Q112b = .) AND (Q112c = "No" OR Q112c = .) AND (Q112d = "No" OR Q112d = .))) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REH1WHYNSP

Please specify the other reason(s) why you did not report the situation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

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******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

EFFORTA, EFFORTB, EFFORTC

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially? *Mark one answer for each item.*

	Yes	No	Don't know
	1	2	3
a. Senior leadership of my National Guard/Reserve component	○	○	○
b. Senior leadership of my installation/ship	○	○	○
c. My immediate military supervisor	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

MILATTA, MILATTB, MILATTC, MILATTD

123. Has the <u>military</u> paid too much or too little attention to... *Mark one answer for each item.*

	Too much attention	The right amount of attention	Too little attention
a. Racial/ethnic harassment and discrimination?	1 ○	2 ○	3 ○
b. Sexual harassment and discrimination?	○	○	○
c. Religious harassment and discrimination?	○	○	○
d. Other harassment and discrimination?	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SUPATTA, SUPATTB, SUPATTC, SUPATTD

124. Does your <u>immediate military supervisor</u> pay too much or too little attention to... *Mark one answer for each item.*

	Too much attention	The right amount of attention	Too little attention
a. Racial/ethnic harassment and discrimination?	1 ○	2 ○	3 ○
b. Sexual harassment and discrimination?	○	○	○
c. Religious harassment and discrimination?	○	○	○
d. Other harassment and discrimination?	○	○	○

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>PROMOTE</u>

125. In your opinion, if someone in the military reported racial/ethnic harassment and discrimination, would their chances of getting promoted be...

<u>1</u>   ○   The same?

<u>2</u>   ○   Better?

<u>3</u>   ○   Worse?

******** Page Break **********

PERSONNEL POLICY AND PRACTICES

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

<u>RATEMWGA, RATEMWGB, RATEMWGC, RATEMWGD</u>

126. In your <u>military work group</u>, to what extent... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	<u>1</u> ○	<u>2</u> ○	<u>3</u> ○	<u>4</u> ○	<u>5</u> ○
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	○	○	○	○	○
c. Would people be able to get away with racial/ethnic harassment and discrimination?	○	○	○	○	○
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	○	○	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

NGRHWRPA, NGRHWRPB, NGRHWRPC

127. At your National Guard/Reserve <u>installation/duty station</u>... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Would you know how to report experiences of racial/ethnic <u>harassment</u>?	2 ○	1 ○
b. Would you know how to report experiences of racial/ethnic <u>discrimination</u>?	○	○
c. Is the availability of reporting hotlines publicized enough?	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

REHTRAIN

128. In the <u>past 12 months</u>, have you had training on racial/ethnic harassment and discrimination?

2 ○ Yes

1 ○ No

******** Page Break **********

(Q128 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

NGRTRAINA, NGRTRAINB, NGRTRAINC, NGRTRAIND, NGRTRAINE, NGRTRAINF, NGRTRAING, NGRTRAINH, NGRTRAINI, NGRTRAINJ

129. My National Guard/Reserve component's training... *Mark one answer for each item.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply/My training did not cover this
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.	5 ○	4 ○	3 ○	2 ○	1 ○	6 ○
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.	○	○	○	○	○	○
c. Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.	○	○	○	○	○	○
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.	○	○	○	○	○	○
e. Explains the process for reporting racial/ethnic harassment and discrimination.	○	○	○	○	○	○
f. Makes me feel it is safe to report offensive racial/ethnic situations.	○	○	○	○	○	○

(Continued) My National Guard/Reserve component's training... *Mark one answer for each item*.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply/My training did not cover this
g. Promotes cross-cultural awareness.	○	○	○	○	○	○
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.	○	○	○	○	○	○
i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.	○	○	○	○	○	○
j. Promotes religious tolerance.	○	○	○	○	○	○

******** Page Break **********

TRAINING

(Q128 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
RATETRAIN

130. In your opinion, how effective was the training you received in <u>actually reducing or preventing</u> racial/ethnic harassment and discrimination?

<u>4</u> ○ Very effective

<u>3</u> ○ Moderately effective

<u>2</u> ○ Slightly effective

<u>1</u> ○ Not at all effective

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

COMFORTA, COMFORTB, COMFORTC, COMFORTD, COMFORTE, COMFORTF, COMFORTG

131. To what extent do you feel... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
	1	2	3	4	5
a. Comfortable interacting with people from different racial/ethnic groups?	○	○	○	○	○
b. Pressure from military members not to socialize with members of other racial/ethnic groups?	○	○	○	○	○
c. The need to watch what you say when with people from different racial/ethnic groups?	○	○	○	○	○
d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?	○	○	○	○	○
e. Comfortable interacting with people with different religious beliefs than you?	○	○	○	○	○
f. Pressure from military members to avoid socializing with members with different religious beliefs?	○	○	○	○	○
g. Comfortable being open about your religious beliefs with other military members?	○	○	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

IDEALSA, IDEALSB, IDEALSC

132. Do you <u>agree with the ideals of organizations</u> that... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Support the separation of people based on race/ethnicity?	2 ○	1 ○
b. Warn of the dangers of interactions between people of different races/ethnicities?	○	○
c. Point out the dangers of racial/ethnic diversity?	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

DUTYSTA, DUTYSTB, DUTYSTC

133. At your <u>military duty station</u>, to what extent... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	1 ○	2 ○	3 ○	4 ○	5 ○
b. Are hate crimes a problem?	○	○	○	○	○
c. Are gangs a problem?	○	○	○	○	○

******** Page Break **********

SOCIAL PERCEPTIONS

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q133c = "Very large extent" OR Q133c = "Large extent" OR Q133b = "Very large extent" OR Q133b = "Large extent" OR Q133a = "Large extent" OR Q133a = "Very large extent")

DUTYSTSP

Please specify the problems that exist at your <u>military duty station</u>. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

[text box]

******** Page Break **********

SOCIAL PERCEPTIONS

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

LOCALA, LOCALB, LOCALC

134. In the <u>local community around your military duty station</u>, to what extent... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
	1	2	3	4	5
a. Are racist/extremist organizations or individuals a problem?	○	○	○	○	○
b. Are hate crimes a problem?	○	○	○	○	○
c. Are gangs a problem?	○	○	○	○	○

******** Page Break **********

SOCIAL PERCEPTIONS

(Q134c = "Very large extent" OR Q134c = "Large extent" OR Q134b = "Very large extent" OR Q134b = "Large extent" OR Q134a = "Large extent" OR Q134a = "Very large extent") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
LOCALSP

Please specify the problems that exist in <u>the local community around your military duty station</u>. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

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******** Page Break **********

SOCIAL MEDIA USE

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SMDAUSE
135. Do you use social media or online social networks (for example, Facebook, Twitter, LinkedIn, Snapchat)?

<u>2</u>   ○   Yes

<u>1</u>   ○   No

******** Page Break **********

SOCIAL MEDIA USE

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SMDANGR1
136. Does your National Guard/Reserve unit leadership, installation, or component use social media to communicate with you?

<u>2</u>   ○   Yes

<u>1</u>   ○   No

******** Page Break **********

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SMDANGR2

137. To what extent do you use social media sites to get information from your National Guard/Reserve unit leadership, installation, or component?

5 ○ Very large extent

4 ○ Large extent

3 ○ Moderate extent

2 ○ Small extent

1 ○ Not at all

******** Page Break **********

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SMDAHRMA, SMDAHRMB, SMDAHRMC, SMDAHRMD

138. Have you ever witnessed a military member use a social media site as a tool to ridicule, abuse, or harm... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Another military member?	2 ○	1 ○
b. Your leadership?	○	○
c. Your Reserve component?	○	○
d. The DoD as a whole?	○	○

******** Page Break **********

(Q135 = "Yes" AND (Q138d = "Yes" OR Q138c = "Yes" OR Q138a = "Yes" OR Q138b = "Yes")) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SMDARP1

139. Did you report this misuse of a social media site?

2 ○ Yes

1 ○ No

3 ○ Does not apply; someone else reported

******** Page Break **********

SOCIAL MEDIA USE

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SMDARP2
140. In cases where someone witnesses a military member using social media sites to ridicule, abuse, or harm, is there an established way to report this misuse?

1   ○   Yes

2   ○   No

3   ○   Don't know

******** Page Break **********

SOCIAL MEDIA USE

(Q135 = "Yes" AND Q140 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SMDARP3SP
141.   Please specify the established way(s) to report social media misuse. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

******** Page Break **********

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SMDACOMA, SMDACOMB, SMDACOMC, SMDACOMD

142. To what extent do you use social media sites to communicate with... *Mark one answer for each item.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
	5	4	3	2	1
a. Other members of your unit?	○	○	○	○	○
b. Leadership?	○	○	○	○	○
c. Family?	○	○	○	○	○
d. Friends?	○	○	○	○	○

******** Page Break **********

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SMDAFRQ

143. How often do you use social media sites at your <u>military</u> workplace?

5   ○   Very often

4   ○   Fairly often

3   ○   Sometimes

2   ○   Almost never

1   ○   Never

******** Page Break **********

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SNETPRF

144. How concerned would you be if your military supervisor accessed your social network profile information?

1   ○   Not at all concerned

2   ○   Not very concerned

3   ○   Neutral

4   ○   Concerned

5   ○   Very concerned

******** Page Break **********

(Q135 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")

SNETCONA, SNETCONB, SNETCONC, SNETCOND

145. In your current _military_ workplace, do each of the following people belong to your online social network? *Mark one answer for each item.*

	Yes	No	Don't know
	1	2	3
a. Immediate supervisor	○	○	○
b. Senior leader	○	○	○
c. Military coworkers	○	○	○
d. Family of military coworkers	○	○	○

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SMDAWRK
146. To what extent do you agree or disagree that access to social media sites should <u>not</u> be allowed during <u>military</u> work hours?

5   ○   Strongly agree

4   ○   Agree

3   ○   Neither agree nor disagree

2   ○   Disagree

1   ○   Strongly disagree

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SMDARST1
147. Does your <u>military</u> workplace have a formal policy restricting the use of social media sites during <u>military</u> work hours?

1   ○   Yes

2   ○   No

3   ○   Don't know

******** Page Break **********

(Q147 = "Yes") AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
SMDARST2
148. If there is a policy that forbids all use of social media sites during <u>military</u> work hours, do members of your <u>military</u> work group generally abide by the policy? *Mark one.*

1   ○   Yes

2   ○   No

3   ○   Don't know

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>COMPFREQ</u>
149. In your opinion, how often does racial/ethnic harassment and discrimination occur in the <u>nation</u> now, as compared with the last five years?

<u>1</u> ◌ Much less often

<u>2</u> ◌ Less often

<u>3</u> ◌ About the same

<u>4</u> ◌ More often

<u>5</u> ◌ Much more often

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>NATION</u>
150. In your opinion, have race/ethnic relations in our <u>nation</u> gotten better or worse during the last five years?

<u>3</u> ◌ Better today

<u>2</u> ◌ About the same as five years ago

<u>1</u> ◌ Worse today

******** Page Break **********

(Q7 > 5) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>MILREH</u>
151. In your opinion, how often does racial/ethnic harassment and discrimination occur in the <u>military</u> now, as compared with the last five years?

<u>1</u> ◌ Much less often

<u>2</u> ◌ Less often

<u>3</u> ◌ About the same

<u>4</u> ◌ More often

<u>5</u> ◌ Much more often

******** Page Break **********

(Q7 > 5) AND NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>MILOVER</u>
152. In your opinion, have racial/ethnic relations overall in the <u>military</u> gotten better or worse during the last five years?

<u>3</u> ○ Better today

<u>2</u> ○ About the same as five years ago

<u>1</u> ○ Worse today

******** Page Break **********

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>SRRELIG</u>

153. Please indicate your religious affiliation by selecting from the list below. *If your religion is not listed, please select "Other".*

[dropdown box]

<u>.</u> Please Select...
1 Advent Christian Church
2 African Methodist Episcopal Church
3 African Methodist Episcopal Zion Church
4 American Baptist Churches in the USA
5 American Baptist Conference
6 Anglican Catholic Church
7 Assemblies of God
8 Associated Gospel Churches
9 Baptist churches
10 Bible Protestant Church
11 Brethren churches
12 Buddhism
13 Catholic churches
14 Christian and Missionary Alliance
15 Christian Church (Disciples of Christ)
16 Christian Church and Churches of Christ
17 Christian Methodist Episcopal Church
18 Christian Reformed Church in North America
19 Christian, no denominational preference
20 Church of Christ
21 Church of God (Anderson, IN)
22 Church of God (Cleveland, TN)
23 Church of God in Christ
24 Church of God of Prophecy
25 Church of Jesus Christ of Latter Day Saints (Mormon)
26 Church of the Nazarene
27 Churches of Christ in Christian Union
28 Churches of God, General Conference
29 Congregational churches
30 Cumberland Presbyterian Church
31 Eastern Orthodox churches
32 Episcopal Church
33 Episcopal churches
34 Evangelical churches
35 Evangelical Covenant Church
36 Evangelical Free Church of America
37 Evangelical Lutheran Church in America
38 First Church of Christ, Scientist
39 Free Methodist Church of North America
40 Free Will Baptist churches
41 Friends (Quakers)
42 Full Gospel

43 General Association of Regular Baptist Churches
44 Hinduism
45 Holiness churches
46 Independent Churches Affiliated
47 Independent Fundamental Bible Churches
48 Independent Fundamental Churches of America
49 International Church of the Foursquare Gospel
50 Islam
51 Judaism (Jewish)
52 Lutheran Church - Missouri Synod
53 Lutheran churches
54 Methodist churches
55 Moravian churches
56 National Baptist Convention of America
57 National Baptist Convention, USA, Inc.
58 Open Bible Standard Churches, Inc.
59 Orthodox churches
60 Pentecostal Church of God
61 Pentecostal churches
62 Pentecostal Holiness Church, International
63 Plymouth Brethren
64 Presbyterian Church (USA)
65 Presbyterian Church in America
66 Progressive National Baptist Convention, Inc.
67 Protestant, no denominational preference
68 Protestant, other churches
69 Reformed and Presbyterian churches
70 Reformed Church in America
71 Reformed Episcopal Church
72 Reorganized Church of Latter Day Saints
73 Roman Catholic Church
74 Seventh Day Adventist
75 Southern Baptist Convention
76 Unclassified religions
77 Unitarian Universalist
78 United Church of Christ
79 United Methodist Church
80 United Pentecostal Church International
81 Unknown
82 Wesleyan Church
83 Other

******** Page Break **********

FURTHER BACKGROUND INFORMATION

NOT (Q1 = "No, I separated or retired on or before December 28, 2015") AND (Q153 = "Other")
<u>WERC164</u>

Please indicate your religious affiliation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

********* Page Break **********

TAKING THE SURVEY

NOT (Q1 = "No, I separated or retired on or before December 28, 2015")
<u>COMMENT</u>

154. **Thank you for participating in the survey. There are no more questions on this survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others. Your comments will be viewed and considered as policy deliberations take place. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated.**

********* Submit Button **********

(Q1 = "No, I separated or retired on or before December 28, 2015")

INELIGCOMM

155. Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer(s). To submit your answers, click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail WEO-Survey@mail.mil, or send a fax to 1-763-268-3002.

******** Submit Button **********

Appendix D.
Coding Scheme

APPENDIX D: Coding Scheme for the
2015 Workplace and Equal Opportunity Survey of Reserve Component Members

The guiding premise of coding this and other DMDC surveys is the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations (government, academic, and private-sector), analyze DMDC datasets repeatedly over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how the data are coded and the limitations of the data. This appendix describes (1) conventions for naming variables, (2) methods for capturing data from the survey instrument, and (3) the process of editing survey response variables created for the analysis file.

Variable Naming

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic could be obtained from different surveys or from a survey repeated over a number of years. For example, a researcher might be interested in employer support for deployment included in the *Status of Forces Survey of Reserve Component Members* (*SOFR*) over multiple years and in the *2010 Department of Defense National Survey of Employers*. Conventions discussed below are used as a means for facilitating such analyses.

Survey Variables

Standard survey response and operational variables. Variables common to DMDC surveys are assigned identical names and values across surveys. The prefix "SR" is used for self-reported demographic survey items. Common survey response variables occurring in the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members* (*2015 WEOR*) include SRMARST (for marital status), SRED1 (for education), SRRACEA-E (for race), and SRHISPA1 (for Hispanic ethnicity). Examples of common operational variables are CMTFLAG (indicates whether the respondent entered a comment) and DARVDATE (date the survey was completed).

Nonstandard survey response variables. Survey item variables for the *2015 WEOR* are named according to the following conventions:

- The variable names are abbreviations of the question content. The survey item "Do you have a child, children, or other legal dependents based on the definition above?" is named DEPDENTS. All variables on the survey have standard names in the expectation of repeated fielding.
  - When items are asked in a group presentation (matrix), the variable names will start with the same stem. The last letter demarks the sub items distinction.
- Variable functions are marked by appending special letters to the end of the variable name. "SK" is used to identify skip pattern flags. "SP" is used for specify flags. "U" indicates the values have not been edited to enforce skip pattern consistency. "R" indicates the original values have been recoded for analytical reasons.

Crossing (domain) variables. Survey response variables may be recoded to define cross-tabulation categories for reports or analyses. In most cases, missing values are imputed from administrative records; in some cases, values are masked to protect confidentiality. The first position of the variable name is "X." See Appendix I for the SAS code that defines these variables.

Administrative Record Variables

When administrative record data are used unchanged in the analysis file, the original variable name, values, and value labels are retained. For example, RORG_CD identifies the member's Service in the analysis file exactly as it does in the *Reserve Components Common Personnel Data System (RCCPDS)*. Since the variable in the survey data file is identical to the record data from the month the sample was drawn, the same variable name, labels and formats are used. Any change in the variable values or formats (e.g., collapsing) causes a change in the variable name.

Value Coding and Formats

Datasets are prepared as SAS system files. A flat file and the SPSS version of the basic survey file are then prepared from the SAS system file. This section describes how values are treated in creating the SAS system files and notes any differences in the flat and SPSS files.

In the SAS system files, variables are declared as numeric unless the variables contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with numeric variables. Values for alphabetic variables are input with $CHARww. formats to preserve leading, embedded, and trailing blanks.

Raw-Data Encoding Process

When a respondent completes an online survey, data are stored in an indexed file on the web (data) server. Prior to providing each dataset to DMDC, the operations contractor copies the indexed file to their internal network. The data are then converted to a sequential format, and the validate program reads and loads the data to the dataset.

Data are matched back to sample members by matching the ticket number to INRECNO and subsequently to the respondent. The web survey form's "other specify" and open-ended comments are collected in a comment file and linked to the web survey data by ticket number. Because the web survey does not allow multiple or lightly marked responses, there is no need for editing the data. All text entries are cleaned and edited to remove identifying information and expletives. The comments data are confidential and are not merged into the returns dataset.

The data are then cleaned in an iterative multi-step process. In the first step, values are assigned to valid responses (see Appendix C for the annotated survey instrument) and item nonresponse is coded as "." in SAS and "-9" in the flat file. In the second step, flag variables are created and codes are assigned to indicate whether respondents should have been asked particular questions. In the third step, the flag variables are used to validate and code skip pattern variables. Special codes for valid skips are assigned to variables within skip patterns using a "forward coding" process. In the coding sequence, coding in the later steps builds on prior steps and usually involves values in multiple items to resolve edits.

The next sections discuss the assignment of missing value codes and the editing of skip patterns.

Missing Data Codes

The instructions used to assign missing data codes and other special codes are shown in Table D-1. In this table, the labels associated with each assigned value are shown in italicized text; these are the SAS format labels used in the SAS dataset. Table D-1 contains SAS and flat file missing data values.

Table D-1.
SAS and Flat File Missing Data Values

SAS File		Flat File		
Numeric	**Alpha**	**Numeric**	**Alpha**	**Description**
.B	.B	-1	.B	*No survey returned.* Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.
.S	.S	-8	.S	*Survey Self-Report Ineligible.* Applies to all questions following eligibility questions.
.F	.F	-5	.F	*Not on Form.* This value is reserved for surveys with multiple forms or modules. Applies to variables on one form but not another.
.N	.N	-6	.N	*Not applicable per skip.* Applies to variables skipped due to a prior response on the survey and skip variable coding.
.O	.O	-7	.O	*Out-of-range Error.* Applies to variables with values outside of the acceptable range (i.e., improper date).
.I	.I	-4	.I	*Incomplete Grid.* Applies to variables with improper values based on the response anticipated (e.g., a letter in a number field), or not enough data across a set of items to have a complete answer, or multiple responses on a paper survey form.
.	.	-9	.	*No response.* Respondent left a question blank.

The values presented in Table D-1 are general missing data values that have been adopted in recent years for use on DMDC surveys. This table has separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file values differ from the SAS values because SAS implements special missing values and formats that may not be compatible with other statistical analysis software such as SPSS. The missing data values in Table D-1 are shown in hierarchical order of application; for example, if a respondent has a *Not applicable per skip* code (.N or -6) on an item that did not appear on their survey form, the higher-level *Not on form* code (.F or -5) would be applied, as it trumps the lower-level *Not applicable per skip* code.

SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alpha characters representing missing data in a

raw data field declared to be numeric, other programs such as SPSS do not accept these characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers declared as missing values. For example, an out-of-range error in flat files is coded as a "-7," which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value ".O" is used to represent an out-of-range error.

Data requirements of SUDAAN are also considered in coding. Primarily this means avoiding the use of a zero in coding, as zero has a special use for certain procedures in SUDAAN, for a variable that will be used as a categorical independent variable.

Many types of missing data are common to scanned surveys and are self-explanatory. In general, missing data are coded as "-9" (SAS: .) for item nonresponse; self-reported survey ineligibility is coded as "-8" (SAS: .S). Multiple response errors and incomplete responses in grids that could not be resolved by visual inspection are coded as "-4" (SAS: .I).[1] Out-of-range responses in grids (e.g., number of days or weeks in a year larger than 365 or 52, respectively) are coded as "-7" (SAS: .O). Items within a skip pattern that are not applicable are coded as "-6" (SAS: .N). When multiple items can be affected by a skip pattern or when items have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled "Special Codes for Skip Patterns."

Multiple survey forms or modes (e.g., paper and web) are sometimes used in a single effort, and the data from the related forms may be combined into a single dataset for analysis. Questions may appear in one survey form or mode but not another. In a combined dataset, a code of "-5" (SAS: .F) indicates missing data for variables not on the form/module completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of "-1" (SAS: .B).

Standard Flag Variables

This survey employs two standard flag variables: specify flags and skip flags. These flag variables are created during the second and third edit steps.

Skip pattern flags indicate whether one or more questions were or were not to be asked of respondents. The web instrument is programmed to "smart skip" respondents to the next applicable item; the programming does not allow respondents to view questions that they have indicated with previous answers do not apply to them. For example, if respondents indicated on Q12 (SRACTMONTH) that they were not activated in the past 12 months, they were expected to skip Q13. SRACTDAYSSK is a flag variable indicating whether Q13 (SRACTDAYS) was answered consistently with the skip pattern. The skip flag is then used to remove incongruent responses from the data. Skip flags are useful for evaluating the effectiveness of the skip pattern and for screening out ambiguous response patterns during analysis. Skip flags are set in the manner discussed in Table D-1; however, the specifics for each skip flag are detailed in the next section.

Specify flags indicate whether a respondent provided a response to open-ended questions. These are set during are set during the data editing process in accordance with Table D-1.

---

[1] Multiple response errors can only occur for users of the paper form. The web instrument, through the use of radio buttons, does not allow multiple responses for one item.

Special Codes for Skip Patterns

Discrepancies in skip patterns are resolved during data editing. First, skip flags are created. Table D-1 introduced the general outline of the skip flags; the specific flags for each skip pattern are specified in Table D-2. After the creation of the skip flags, variables within the skip patterns are forward coded to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The naming convention for these "raw" variables is to end the name with "U" for Unedited. Table D-2 specifies how to assign the special values to variables within the skip patterns. While Table D-2 is organized to show all the edits for a skip pattern, all skip flags are set prior to undertaking any forward coding. The remainder of this section describes the logic behind coding skip patterns.

While an analyst can ignore discrepancies between a respondent's answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies are termed backward and forward coding. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have the not applicable value (.N) assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item should have been skipped from items where data are missing because the respondent should have answered them but did not.

Standard Survey Eligibility Requirements

In addition to cleaning based on skip patterns, variables are cleaned based on responses to key eligibility questions in the survey. If a respondent indicates ineligibility on a key eligibility question, the subsequent variables are coded as ".S."

The target population for the *2015 WEOR* consists of (1) reserve component members of the Army National Guard, Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force National Guard and Air Force Reserve, (2) who have at least 6 months service at the time the questionnaire is first fielded, and (3) are below flag rank. Reserve component members under the age of 18 were excluded from the population. Members of the sample became ineligible if they indicated they separated or retired before the start date of the survey. Eligibility for inclusion in analyses was determined by responses to Q1 (NGRES≠1). If the respondent skipped this question, the respondent's survey was considered eligible and their data could be used in analyses if they met the completion criteria. Thus, as opposed to a normal skip pattern, respondents who failed to respond to one or more of the eligibility questions were assumed eligible. For this dataset, respondents who were ineligible for inclusion in the analyses were coded as "Survey Self-report Ineligible" (SAS: .S) on all subsequent survey questions.

Table D-2.
Standard Coding Notes for Flag Variables

1. **SRRACEA—SRRACEE,**
   The codebook pages for SRRACEA—SRRACEE should note:

   "These items are consistent with the '2003 Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity' and the '2000 Decennial Census.' SRRACEA--SRRACEE are coded as "Mark all that apply" items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the "White" response category was marked, SRRACEB indicates whether the "Black or African-American" response category was marked, SRRACEC indicates whether "American Indian or Alaskan Native" was marked, SRRACED indicates whether "Asian" was marked, and SRRACEE indicates whether "Native Hawaiian or other Pacific Islander" was marked If none are marked, then all of SRRACEA--SRRACEE are assigned the item non-response missing code (.).

2. **SRPROG3SK** is an indicator of whether **SRPROG3** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RSV_SCAT = X OR RSV_SCAT = V OR RSV_SCAT = T OR RSV_SCAT = Q OR RSV_SCAT = P OR RSV_SCAT = A OR RSV_SCAT = F) AND (RORG_CD = 6 OR RORG_CD = 5 OR RORG_CD = 1 OR RORG_CD = 2) then **SRPROG3SK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If SRPROG3SK = 1 then do;
       SRPROG3 = .N;
   end;

3. The skip variable **SRYEARS** is used for forward coding of respondents who did not input an acceptable value.

   Cleaning syntax:
   If SRYEARS > 35 then do;
       SRYEARS = 35;
   end;

4. The skip variable **TEMPO1** is used for forward coding of respondents who did not input an acceptable value.

   Cleaning syntax:
   If TEMPO1 > 365 then do;
       TEMPO1 = 365;
   end;

5. The skip variable **TEMPO3** is used for forward coding of respondents who did not input an acceptable value.

   Cleaning syntax:
   If TEMPO3 > 365 then do;
       TEMPO3 = 365;
   end;

6. **SRACTDAYSSK** is an indicator of whether **SRACTDAYS** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRACTMONTH = 2) then **SRACTDAYSSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If SRACTDAYSSK = 1 then do;
       SRACTDAYS = .N;
   end;

7. **SRACTVLNTRSK** is an indicator of whether **SRACTVLNTR** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRACTMONTH = 2 AND SRACTDAYS = 2) then **SRACTVLNTRSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If SRACTVLNTRSK = 1 then do;
       SRACTVLNTR = .N;
   end;

8. **CURRACTIVESK** is an indicator of whether **CURRACTIVE** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRACTMONTH = 2) then **CURRACTIVESK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If CURRACTIVESK = 1 then do;
       CURRACTIVE = .N;
   end;

9. **SRACTDEPLOYSK** is an indicator of whether **SRACTDEPLOY** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRACTMONTH = 2 AND

SRACTDAYS = 2) then **SRACTDEPLOYSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SRACTDEPLOYSK = 1 then do;
    SRACTDEPLOY = .N;
end;

10. **SRACTCONUSSK** is an indicator of whether **SRACTCONUS** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRACTDEPLOY = 2 AND SRACTMONTH = 2 AND SRACTDAYS = 2) then **SRACTCONUSSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SRACTCONUSSK = 1 then do;
    SRACTCONUS = .N;
end;

11. **CURRDEPLOYSK** is an indicator of whether **CURRDEPLOY, TIMESDEP, DPLYCZPAY** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRACTDEPLOY = 2 AND CURRACTIVE = 2 AND SRACTMONTH = 2 AND SRACTDAYS = 2) then **CURRDEPLOYSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If CURRDEPLOYSK = 1 then do;
    CURRDEPLOY = .N;
    TIMESDEP = .N;
    DPLYCZPAY = .N;
end;

12. The skip variable **SRUNIT** is used for forward coding of respondents who did not input an acceptable value.

Cleaning syntax:
If SRUNIT > 35 then do;
    SRUNIT = 35;
end;

13. **H12ASK** is an indicator of whether **H12A** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H12 = 2) then **H12ASK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H12ASK = 1 then do;
    H12A = .N;
end;

14. **H1BSK** is an indicator of whether **H1B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H1 = 2) then **H1BSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H1BSK = 1 then do;
    H1B = .N;
end;

15. **H1CSK** is an indicator of whether **H1C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H1 = 2 AND H1B = 2) then **H1CSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H1CSK = 1 then do;
    H1C = .N;
end;

16. **H1DSK** is an indicator of whether **H1D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H1 = 2 AND ((H1B = 2 AND (H1C = 1 OR H1C = .)) OR (H1B = 1 OR H1B = .))) then **H1DSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H1DSK = 1 then do;
    H1D = .N;
end;

17. **H2BSK** is an indicator of whether **H2B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H2 = 2) then **H2BSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If H2BSK = 1 then do;
        H2B = .N;
   end;

18. **H2CSK** is an indicator of whether **H2C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H2 = 2 AND H2B = 2) then **H2CSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If H2CSK = 1 then do;
        H2C = .N;
   end;

19. **H2DSK** is an indicator of whether **H2D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H2 = 2 AND ((H2B = 2 AND (H2C = 1 OR H2C = .)) OR (H2B = 1 OR H2B = .))) then **H2DSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If H2DSK = 1 then do;
        H2D = .N;
   end;

20. **H3BSK** is an indicator of whether **H3B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H3 = 2) then **H3BSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
   If H3BSK = 1 then do;
        H3B = .N;
   end;

21. **H3CSK** is an indicator of whether **H3C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H3 = 2 AND H3B = 2) then **H3CSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H3CSK = 1 then do;
        H3C = .N;
    end;

22. **H3DSK** is an indicator of whether **H3D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H3 = 2 AND ((H3B = 2 AND (H3C = 1 OR H3C = .)) OR (H3B = 1 OR H3B = .))) then **H3DSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H3DSK = 1 then do;
        H3D = .N;
    end;

23. **H4BSK** is an indicator of whether **H4B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H4 = 2) then **H4BSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H4BSK = 1 then do;
        H4B = .N;
    end;

24. **H4CSK** is an indicator of whether **H4C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H4 = 2 AND H4B = 2) then **H4CSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H4CSK = 1 then do;
        H4C = .N;
    end;

25. **H4DSK** is an indicator of whether **H4D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H4 = 2 AND ((H4B = 2 AND (H4C = 1 OR H4C = .)) OR (H4B = 1 OR H4B = .))) then **H4DSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H4DSK = 1 then do;
    H4D = .N;
end;

26. **H5BSK** is an indicator of whether **H5B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H5 = 2) then **H5BSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H5BSK = 1 then do;
    H5B = .N;
end;

27. **H5CSK** is an indicator of whether **H5C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H5 = 2 AND H5B = 2) then **H5CSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H5CSK = 1 then do;
    H5C = .N;
end;

28. **H5DSK** is an indicator of whether **H5D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H5 = 2 AND ((H5B = 2 AND (H5C = 1 OR H5C = .)) OR (H5B = 1 OR H5B = .))) then **H5DSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H5DSK = 1 then do;
    H5D = .N;
end;

29. **H6BSK** is an indicator of whether **H6B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H6 = 2) then **H6BSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H6BSK = 1 then do;
    H6B = .N;
end;

30. **H6CSK** is an indicator of whether **H6C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H6 = 2 AND H6B = 2) then **H6CSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H6CSK = 1 then do;
    H6C = .N;
end;

31. **H6DSK** is an indicator of whether **H6D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H6 = 2 AND ((H6B = 2 AND (H6C = 1 OR H6C = .)) OR (H6B = 1 OR H6B = .))) then **H6DSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H6DSK = 1 then do;
    H6D = .N;
end;

32. **H7BSK** is an indicator of whether **H7B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H7 = 2) then **H7BSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H7BSK = 1 then do;
    H7B = .N;
end;

33. **H7CSK** is an indicator of whether **H7C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H7 = 2 AND H7B = 2) then **H7CSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H7CSK = 1 then do;
        H7C = .N;
    end;

34. **H7DSK** is an indicator of whether **H7D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H7 = 2 AND ((H7B = 2 AND (H7C = 1 OR H7C = .)) OR (H7B = 1 OR H7B = .))) then **H7DSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H7DSK = 1 then do;
        H7D = .N;
    end;

35. **H8BSK** is an indicator of whether **H8B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H8 = 2) then **H8BSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H8BSK = 1 then do;
        H8B = .N;
    end;

36. **H8CSK** is an indicator of whether **H8C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H8 = 2 AND H8B = 2) then **H8CSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H8CSK = 1 then do;
        H8C = .N;
    end;

37. **H8DSK** is an indicator of whether **H8D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H8 = 2 AND ((H8B = 2 AND (H8C = 1 OR H8C = .)) OR (H8B = 1 OR H8B = .))) then **H8DSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H8DSK = 1 then do;
        H8D = .N;
    end;

38. **H9BSK** is an indicator of whether **H9B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H9 = 2) then **H9BSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H9BSK = 1 then do;
        H9B = .N;
    end;

39. **H9CSK** is an indicator of whether **H9C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H9 = 2 AND H9B = 2) then **H9CSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H9CSK = 1 then do;
        H9C = .N;
    end;

40. **H9DSK** is an indicator of whether **H9D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H9 = 2 AND ((H9B = 2 AND (H9C = 1 OR H9C = .)) OR (H9B = 1 OR H9B = .))) then **H9DSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H9DSK = 1 then do;
        H9D = .N;
    end;

41. **H10BSK** is an indicator of whether **H10B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H10 = 2) then **H10BSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H10BSK = 1 then do;
        H10B = .N;
    end;

42. **H10CSK** is an indicator of whether **H10C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H10 = 2 AND H10B = 2) then **H10CSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H10CSK = 1 then do;
        H10C = .N;
    end;

43. **H10DSK** is an indicator of whether **H10D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H10 = 2 AND ((H10B = 2 AND (H10C = 1 OR H10C = .)) OR (H10B = 1 OR H10B = .))) then **H10DSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H10DSK = 1 then do;
        H10D = .N;
    end;

44. **H12BSK** is an indicator of whether **H12B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H12 = 2 AND H12A = 2) then **H12BSK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    If H12BSK = 1 then do;
        H12B = .N;
    end;

45. **H12CSK** is an indicator of whether **H12C** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H12B = 2 AND H12 = 2 AND H12A = 2) then **H12CSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H12CSK = 1 then do;
    H12C = .N;
end;

46. **H12DSK** is an indicator of whether **H12D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H12 = 2 AND H12A = 2 AND ((H12B = 2 AND (H12C = 1 OR H12C = .)) OR (H12B = 1 OR H12B = .))) then **H12DSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H12DSK = 1 then do;
    H12D = .N;
end;

47. **RHF1SK** is an indicator of whether **RHF1** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((H12 = 2 AND H12A = 2) OR H11 = 2 OR H10 = 2 OR H9 = 2 OR H8 = 2 OR H7 = 2 OR H6 = 2 OR H5 = 2 OR H4 = 2 OR H3 = 2 OR H1 = 2 OR H2 = 2) then **RHF1SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If RHF1SK = 1 then do;
    RHF1 = .N;
end;

48. **H1_EXPSK** is an indicator of whether **H1_EXP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H1C = 2 OR H1D = 2) then **H1_EXPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H1_EXPSK = 1 then do;

```
        H1_EXP = '.N';
    end;
```

49. **H2_EXPSK** is an indicator of whether **H2_EXP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H2C = 2 OR H2D = 2) then **H2_EXPSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
```
If H2_EXPSK = 1 then do;
    H2_EXP = '.N';
end;
```

50. **H3_EXPSK** is an indicator of whether **H3_EXP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H3C = 2 OR H3D = 2) then **H3_EXPSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
```
If H3_EXPSK = 1 then do;
    H3_EXP = '.N';
end;
```

51. **H4_EXPSK** is an indicator of whether **H4_EXP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H4C = 2 OR H4D = 2) then **H4_EXPSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

   Cleaning syntax:
```
If H4_EXPSK = 1 then do;
    H4_EXP = '.N';
end;
```

52. **H12_EXPSK** is an indicator of whether **H12_EXP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H12C = 2 OR H12D = 2) then **H12_EXPSK** = 2 (Asked).

   The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If H12_EXPSK = 1 then do;
    H12_EXP = '.N';
end;

53. **RHF2SK** is an indicator of whether **RHF2** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H12D = 2 OR H12C = 2 OR H4D = 2 OR H4C = 2 OR H3D = 2 OR H3C = 2 OR H2D = 2 OR H2C = 2 OR H1C = 2 OR H1D = 2) then **RHF2SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If RHF2SK = 1 then do;
    RHF2 = .N;
end;

54. **RD1SK** is an indicator of whether **RD1A, RD1B, RD1C, RD1D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD1INT = 2) then **RD1SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If RD1SK = 1 then do;
    RD1A = .N;
    RD1B = .N;
    RD1C = .N;
    RD1D = .N;
end;

55. **RD2SK** is an indicator of whether **RD2A, RD2B, RD2C, RD2D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD2INT = 2) then **RD2SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If RD2SK = 1 then do;
    RD2A = .N;
    RD2B = .N;

```
        RD2C = .N;
        RD2D = .N;
    end;
```

56. **RD3SK** is an indicator of whether **RD3A, RD3B, RD3C, RD3D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD3INT = 2) then **RD3SK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    ```
    If RD3SK = 1 then do;
        RD3A = .N;
        RD3B = .N;
        RD3C = .N;
        RD3D = .N;
    end;
    ```

57. **RD4SK** is an indicator of whether **RD4A, RD4B, RD4C, RD4D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD4INT = 2) then **RD4SK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    ```
    If RD4SK = 1 then do;
        RD4A = .N;
        RD4B = .N;
        RD4C = .N;
        RD4D = .N;
    end;
    ```

58. **RD5SK** is an indicator of whether **RD5A, RD5B, RD5C, RD5D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD5INT = 2) then **RD5SK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
    ```
    If RD5SK = 1 then do;
        RD5A = .N;
        RD5B = .N;
    ```

```
        RD5C = .N;
        RD5D = .N;
    end;
```

59. **RD6SK** is an indicator of whether **RD6A, RD6B, RD6C, RD6D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD6INT = 2) then **RD6SK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
```
If RD6SK = 1 then do;
        RD6A = .N;
        RD6B = .N;
        RD6C = .N;
        RD6D = .N;
    end;
```

60. **RD7SK** is an indicator of whether **RD7A, RD7B, RD7C, RD7D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD7INT = 2) then **RD7SK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
```
If RD7SK = 1 then do;
        RD7A = .N;
        RD7B = .N;
        RD7C = .N;
        RD7D = .N;
    end;
```

61. **RD8SK** is an indicator of whether **RD8A, RD8B, RD8C, RD8D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD8INT = 2) then **RD8SK** = 2 (Asked).

    The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

    Cleaning syntax:
```
If RD8SK = 1 then do;
        RD8A = .N;
        RD8B = .N;
```

```
        RD8C = .N;
        RD8D = .N;
    end;
```

62. **RD9SK** is an indicator of whether **RD9A, RD9B, RD9C, RD9D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD9INT = 2) then **RD9SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

```
Cleaning syntax:
If RD9SK = 1 then do;
    RD9A = .N;
    RD9B = .N;
    RD9C = .N;
    RD9D = .N;
end;
```

63. **RD10SK** is an indicator of whether **RD10A, RD10B, RD10C, RD10D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD10INT = 2) then **RD10SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

```
Cleaning syntax:
If RD10SK = 1 then do;
    RD10A = .N;
    RD10B = .N;
    RD10C = .N;
    RD10D = .N;
end;
```

64. **RD11SK** is an indicator of whether **RD11A, RD11B, RD11C, RD11D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD11INT = 2) then **RD11SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

```
Cleaning syntax:
If RD11SK = 1 then do;
    RD11A = .N;
    RD11B = .N;
```

```
    RD11C = .N;
    RD11D = .N;
end;
```

65. **RD12SK** is an indicator of whether **RD12A, RD12B, RD12C, RD12D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD12INT = 2) then **RD12SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
```
If RD12SK = 1 then do;
    RD12A = .N;
    RD12B = .N;
    RD12C = .N;
    RD12D = .N;
end;
```

66. **RDF1SK** is an indicator of whether **RDF1** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD12INT = 2 OR RD11INT = 2 OR RD10INT = 2 OR RD9INT = 2 OR RD8INT = 2 OR RD7INT = 2 OR RD6INT = 2 OR RD5INT = 2 OR RD4INT = 2 OR RD3INT = 2 OR RD1INT = 2 OR RD2INT = 2) then **RDF1SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
```
If RDF1SK = 1 then do;
    RDF1 = .N;
end;
```

67. **ONESITASK** is an indicator of whether **ONESITA** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H1 = 2) then **ONESITASK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
```
If ONESITASK = 1 then do;
    ONESITA = .N;
end;
```

68. **ONESITBSK** is an indicator of whether **ONESITB** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H2 = 2) then **ONESITBSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.
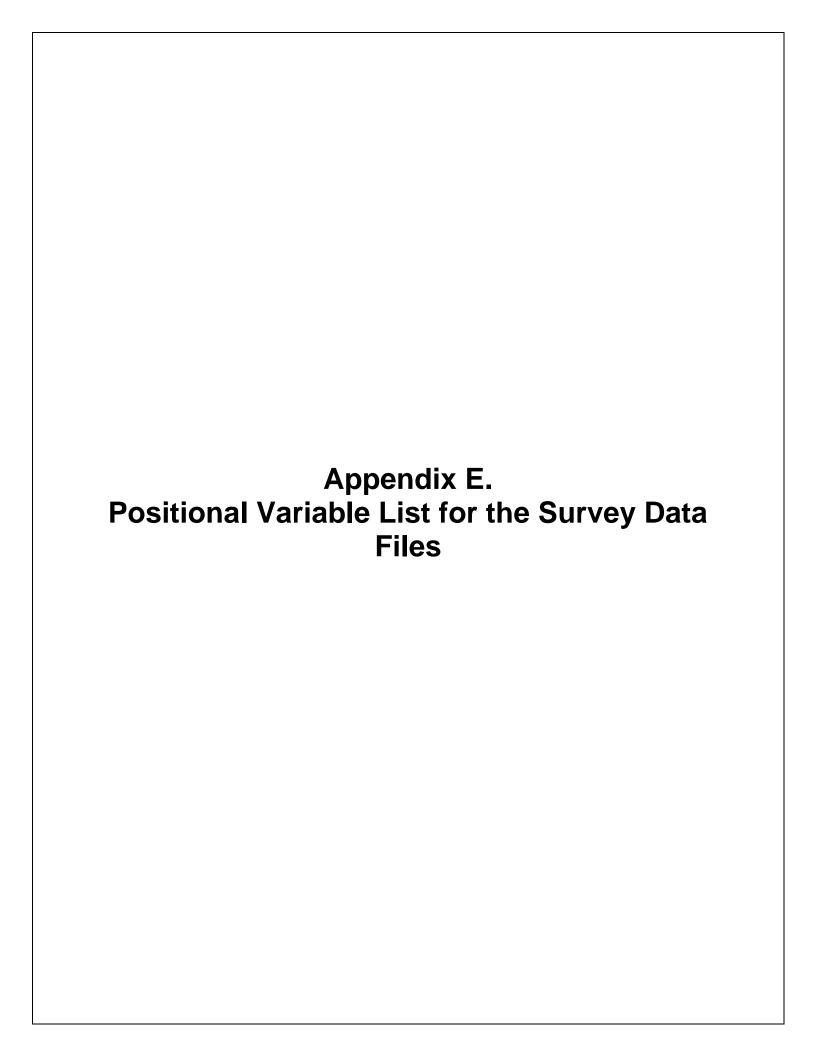
Cleaning syntax:
If ONESITBSK = 1 then do;
    ONESITB = .N;
end;

69. **ONESITCSK** is an indicator of whether **ONESITC** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H3 = 2) then **ONESITCSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITCSK = 1 then do;
    ONESITC = .N;
end;

70. **ONESITDSK** is an indicator of whether **ONESITD** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H4 = 2) then **ONESITDSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITDSK = 1 then do;
    ONESITD = .N;
end;

71. **ONESITESK** is an indicator of whether **ONESITE** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H5 = 2) then **ONESITESK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITESK = 1 then do;
    ONESITE = .N;
end;

72. **ONESITFSK** is an indicator of whether **ONESITF** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H6 = 2) then **ONESITFSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the

requirement to see the item.

Cleaning syntax:
If ONESITFSK = 1 then do;
    ONESITF = .N;
end;

73. **ONESITGSK** is an indicator of whether **ONESITG** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H7 = 2) then **ONESITGSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITGSK = 1 then do;
    ONESITG = .N;
end;

74. **ONESITHSK** is an indicator of whether **ONESITH** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H8 = 2) then **ONESITHSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITHSK = 1 then do;
    ONESITH = .N;
end;

75. **ONESITISK** is an indicator of whether **ONESITI** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H9 = 2) then **ONESITISK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITISK = 1 then do;
    ONESITI = .N;
end;

76. **ONESITJSK** is an indicator of whether **ONESITJ** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H10 = 2) then **ONESITJSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITJSK = 1 then do;
    ONESITJ = .N;
end;

77. **ONESITKSK** is an indicator of whether **ONESITK** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H11 = 2) then **ONESITKSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITKSK = 1 then do;
    ONESITK = .N;
end;

78. **ONESITLSK** is an indicator of whether **ONESITL** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (H12 = 2 AND H12A = 2) then **ONESITLSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITLSK = 1 then do;
    ONESITL = .N;
end;

79. **ONESITMSK** is an indicator of whether **ONESITM** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD1INT = 2) then **ONESITMSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITMSK = 1 then do;
    ONESITM = .N;
end;

80. **ONESITNSK** is an indicator of whether **ONESITN** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD2INT = 2) then **ONESITNSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITNSK = 1 then do;
    ONESITN = .N;
end;

81. **ONESITOSK** is an indicator of whether **ONESITO** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD3INT = 2) then **ONESITOSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITOSK = 1 then do;
    ONESITO = .N;
end;

82. **ONESITPSK** is an indicator of whether **ONESITP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD4INT = 2) then **ONESITPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITPSK = 1 then do;
    ONESITP = .N;
end;

83. **ONESITQSK** is an indicator of whether **ONESITQ** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD5INT = 2) then **ONESITQSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITQSK = 1 then do;
    ONESITQ = .N;
end;

84. **ONESITRSK** is an indicator of whether **ONESITR** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD6INT = 2) then **ONESITRSK** = 2

(Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITRSK = 1 then do;
    ONESITR = .N;
end;

85. **ONESITSSK** is an indicator of whether **ONESITS** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD7INT = 2) then **ONESITSSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITSSK = 1 then do;
    ONESITS = .N;
end;

86. **ONESITTSK** is an indicator of whether **ONESITT** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD8INT = 2) then **ONESITTSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITTSK = 1 then do;
    ONESITT = .N;
end;

87. **ONESITUSK** is an indicator of whether **ONESITU** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD9INT = 2) then **ONESITUSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITUSK = 1 then do;
    ONESITU = .N;
end;

88. **ONESITVSK** is an indicator of whether **ONESITV** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD10INT = 2) then **ONESITVSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITVSK = 1 then do;
    ONESITV = .N;
end;

89. **ONESITWSK** is an indicator of whether **ONESITW** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD11INT = 2) then **ONESITWSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITWSK = 1 then do;
    ONESITW = .N;
end;

90. **ONESITXSK** is an indicator of whether **ONESITX** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RD12INT = 2) then **ONESITXSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If ONESITXSK = 1 then do;
    ONESITX = .N;
end;

91. **REH1OFTSK** is an indicator of whether **REH1OFT, REH1WHERE, REH1OCCA, REH1OCCB, REH1OCCC, REH1OCCD, REH1OCCE, REH1RACEA, REH1RACEB, REH1RACEC, REH1RACED, REH1RACEE, REH1RACEF, REH1RACEG, REH1RACEH, REH1POSA, REH1POSB, REH1POSC, REH1POSD, REH1POSE, REH1POSF, REH1POSG, REH1POSH, REH1POSI, REH1ACTG, REH1ACTH, REH1REPA, REH1REPB, REH1REPC, REH1REPD** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then **REH1OFTSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the

requirement to see the item.

Cleaning syntax:
If REH1OFTSK = 1 then do;

REH1OFT = .N;	REH1WHERE = .N;	REH1OCCA = .N;
REH1OCCB = .N;	REH1OCCC = .N;	REH1OCCD = .N;
REH1OCCE = .N;	REH1RACEA = .N;	REH1RACEB = .N;
REH1RACEC = .N;	REH1RACED = .N;	REH1RACEE = .N;
REH1RACEF = .N;	REH1RACEG = .N;	REH1RACEH = .N;
REH1POSA = .N;	REH1POSB = .N;	REH1POSC = .N;
REH1POSD = .N;	REH1POSE = .N;	REH1POSF = .N;
REH1POSG = .N;	REH1POSH = .N;	REH1POSI = .N;
REH1ACTG = .N;	REH1ACTH = .N;	REH1REPA = .N;
REH1REPB = .N;	REH1REPC = .N;	REH1REPD = .N;

end;

92. **REH1REPSPSK** is an indicator of whether **REH1REPSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND REH1REPD = 2) then **REH1REPSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1REPSPSK = 1 then do;
    REH1REPSP = '.N';
end;

93. **REH1WHYSK** is an indicator of whether **REH1WHYA, REH1WHYB, REH1WHYC, REH1WHYE, REH1WHYF, REH1WHYG, REH1WHYH, REH1WHYD** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1WHYSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1WHYSK = 1 then do;

REH1WHYA = .N;	REH1WHYB = .N;	REH1WHYC = .N;
REH1WHYE = .N;	REH1WHYF = .N;	REH1WHYG = .N;
REH1WHYH = .N;	REH1WHYD = .N;	

end;

94. **REH1WHYSPSK** is an indicator of whether **REH1WHYSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REH1WHYD = 2 AND

INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1WHYSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1WHYSPSK = 1 then do;
   REH1WHYSP = '.N';
end;

95. **REH1SATSK** is an indicator of whether **REH1SATA, REH1SATB, REH1SATC, REH1SATD, REH1SATE, REH1SATF** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1SATSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1SATSK = 1 then do;
   REH1SATA = .N;
   REH1SATB = .N;
   REH1SATC = .N;
   REH1SATD = .N;
   REH1SATE = .N;
   REH1SATF = .N;
end;

96. **REH1SATSPSK** is an indicator of whether **REH1SATSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2) AND (REH1SATF = 2 OR REH1SATF = 1)) then **REH1SATSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1SATSPSK = 1 then do;
   REH1SATSP = '.N';
end;

97. **REH1OUTSK** is an indicator of whether **REH1OUT** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1OUTSK** = 2

(Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1OUTSK = 1 then do;
    REH1OUT = .N;
end;

98. **REH1TRUESK** is an indicator of whether **REH1TRUE, REH1OUTSAT** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REH1OUT = 2 AND INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1TRUESK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1TRUESK = 1 then do;
    REH1TRUE = .N;
    REH1OUTSAT = .N;
end;

99. **REH1OUTSATSPSK** is an indicator of whether **REH1OUTSATSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REH1OUT = 2 AND INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2) AND (REH1OUTSAT = 2 OR REH1OUTSAT = 1)) then **REH1OUTSATSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1OUTSATSPSK = 1 then do;
    REH1OUTSATSP = '.N';
end;

100.   **REH1RPACTASK** is an indicator of whether **REH1RPACTA** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REH1OUT = 2 AND INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1RPACTASK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1RPACTASK = 1 then do;
    REH1RPACTA = .N;
end;

101. **REH1RPACTBSK** is an indicator of whether **REH1RPACTB** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REH1OUT = 2 AND INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1RPACTBSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1RPACTBSK = 1 then do;
    REH1RPACTB = .N;
end;

102. **REH1RPACTSP1SK** is an indicator of whether **REH1RPACTSP1** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REH1RPACTA = 1 AND REH1OUT = 2 AND INCIDENTF = 2 AND (REH1REPD = 2 OR REH1REPC = 2 OR REH1REPA = 2 OR REH1REPB = 2)) then **REH1RPACTSP1SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1RPACTSP1SK = 1 then do;
    REH1RPACTSP1 = '.N';
end;

103. **REH1CORRSK** is an indicator of whether **REH1CORR** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then **REH1CORRSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1CORRSK = 1 then do;
    REH1CORR = .N;
end;

104. **REH1CORRSPSK** is an indicator of whether **REH1CORRSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND

REH1CORR = 2) then **REH1CORRSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1CORRSPSK = 1 then do;
    REH1CORRSP = '.N';
end;

105.   **REH1EXPSK** is an indicator of whether **REH1EXPA, REH1EXPB** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2) then **REH1EXPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1EXPSK = 1 then do;
    REH1EXPA = .N;
    REH1EXPB = .N;
end;

106.   **REH1EXPCSK** is an indicator of whether **REH1EXPC** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND REH1EXPB = 1) then **REH1EXPCSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1EXPCSK = 1 then do;
    REH1EXPC = '.N';
end;

107.   **REH1WHYNSK** is an indicator of whether **REH1WHYNA, REH1WHYNB, REH1WHYNC, REH1WHYND, REH1WHYNE, REH1WHYNF, REH1WHYNG, REH1WHYNH, REH1WHYNI, REH1WHYNJ, REH1WHYNK, REH1WHYNL, REH1WHYNM, REH1WHYNN, REH1WHYNO, REH1WHYNP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (INCIDENTF = 2 AND ((REH1REPA = 1 OR REH1REPA = .) AND (REH1REPB = 1 OR REH1REPB = .) AND (REH1REPC = 1 OR REH1REPC = .) AND (REH1REPD = 1 OR REH1REPD = .))) then **REH1WHYNSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1WHYNSK = 1 then do;

REH1WHYNA = .N;	REH1WHYNB = .N;	REH1WHYNC = .N;
REH1WHYND = .N;	REH1WHYNE = .N;	REH1WHYNF = .N;
REH1WHYNG = .N;	REH1WHYNH = .N;	REH1WHYNI = .N;
REH1WHYNJ = .N;	REH1WHYNK = .N;	REH1WHYNL = .N;
REH1WHYNM = .N;	REH1WHYNN = .N;	REH1WHYNO = .N;
REH1WHYNP = .N;		

end;

108. **REH1WHYNSPSK** is an indicator of whether **REH1WHYNSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REH1WHYNP = 2 AND INCIDENTF = 2 AND ((REH1REPA = 1 OR REH1REPA = .) AND (REH1REPB = 1 OR REH1REPB = .) AND (REH1REPC = 1 OR REH1REPC = .) AND (REH1REPD = 1 OR REH1REPD = .))) then **REH1WHYNSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If REH1WHYNSPSK = 1 then do;
    REH1WHYNSP = '.N';
end;

109. **NGRTRAINSK** is an indicator of whether **NGRTRAINA, NGRTRAINB, NGRTRAINC, NGRTRAIND, NGRTRAINE, NGRTRAINF, NGRTRAING, NGRTRAINH, NGRTRAINI, NGRTRAINJ, RATETRAIN** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (REHTRAIN = 2) then **NGRTRAINSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If NGRTRAINSK = 1 then do;

NGRTRAINA = .N;	NGRTRAINB = .N;	NGRTRAINC = .N;
NGRTRAIND = .N;	NGRTRAINE = .N;	NGRTRAINF = .N;
NGRTRAING = .N;	NGRTRAINH = .N;	NGRTRAINI = .N;
NGRTRAINJ = .N;	RATETRAIN = .N;	

end;

110. **DUTYSTSPSK** is an indicator of whether **DUTYSTSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (DUTYSTC = 5 OR DUTYSTC = 4 OR DUTYSTB = 5 OR DUTYSTB = 4 OR DUTYSTA = 4 OR DUTYSTA = 5) then **DUTYSTSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If DUTYSTSPSK = 1 then do;
     DUTYSTSP = '.N';
end;

111.   **LOCALSPSK** is an indicator of whether **LOCALSP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (LOCALC = 5 OR LOCALC = 4 OR LOCALB = 5 OR LOCALB = 4 OR LOCALA = 4 OR LOCALA = 5) then **LOCALSPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If LOCALSPSK = 1 then do;
     LOCALSP = '.N';
end;

112.   **SMDANGR1SK** is an indicator of whether **SMDANGR1, SMDANGR2, SMDAHRMA, SMDAHRMB, SMDAHRMC, SMDAHRMD** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SMDAUSE = 2) then **SMDANGR1SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SMDANGR1SK = 1 then do;
     SMDANGR1 = .N;
     SMDANGR2 = .N;
     SMDAHRMA = .N;
     SMDAHRMB = .N;
     SMDAHRMC = .N;
     SMDAHRMD = .N;
end;

113.   **SMDARP1SK** is an indicator of whether **SMDARP1** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SMDAUSE = 2 AND (SMDAHRMD = 2 OR SMDAHRMC = 2 OR SMDAHRMA = 2 OR SMDAHRMB = 2)) then **SMDARP1SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the

requirement to see the item.

Cleaning syntax:
If SMDARP1SK = 1 then do;
    SMDARP1 = .N;
end;

114.   **SMDARP2SK** is an indicator of whether **SMDARP2** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SMDAUSE = 2) then **SMDARP2SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SMDARP2SK = 1 then do;
    SMDARP2 = .N;
end;

115.   **SMDARP3SPSK** is an indicator of whether **SMDARP3SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SMDAUSE = 2 AND SMDARP2 = 1) then **SMDARP3SPSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SMDARP3SPSK = 1 then do;
    SMDARP3SP = '.N';
end;

116.   **SMDACOMSK** is an indicator of whether **SMDACOMA, SMDACOMB, SMDACOMC, SMDACOMD, SMDAFRQ, SNETPRF, SNETCONA, SNETCONB, SNETCONC, SNETCOND** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SMDAUSE = 2) then **SMDACOMSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SMDACOMSK = 1 then do;
    SMDACOMA = .N;   SMDACOMB = .N;   SMDACOMC = .N;
    SMDACOMD = .N;   SMDAFRQ = .N;   SNETPRF = .N;
    SNETCONA = .N;   SNETCONB = .N;   SNETCONC = .N;
    SNETCOND = .N;

end;

117. **SMDARST2SK** is an indicator of whether **SMDARST2** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SMDARST1 = 1) then **SMDARST2SK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SMDARST2SK = 1 then do;
    SMDARST2 = .N;
end;

118. **MILREHSK** is an indicator of whether **MILREH, MILOVER** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRYEARS > 5) then **MILREHSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If MILREHSK = 1 then do;
    MILREH = .N;
    MILOVER = .N;
end;

119. **SRRELIGSK** is an indicator of whether **WERC164** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (SRRELIG = 83) then **SRRELIGSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:
If SRRELIGSK = 1 then do;
    WERC164 = '.N';
end;

120. **INELIGCOMMSK** is an indicator of whether **INELIGCOMM** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (NGRES = 1) then **INELIGCOMMSK** = 2 (Asked).

The skip variable is used for forward coding of respondents who did not meet the requirement to see the item.

Cleaning syntax:

```
If INELIGCOMMSK = 1 then do;
    INELIGCOMM = '.N';
end;
```

Appendix E.
Positional Variable List for the Survey Data Files

VARIABLE NAME	ITEM	LABEL	PAGE
RETINT1	8.	[8] NGR Retention	1
SATOVER	9.	[9] Satisfied w/ mil way of life	2
ORGWRKA	24a.	[24a] MilCowrk: Little conflict	3
ORGWRKB	24b.	[24b] MilCowrk: Put in req'd effort	4
ORGWRKC	24c.	[24c] MilCowrk: Work grp gets along	5
ORGWRKD	24d.	[24d] MilCowrk: Workgrp helps each other	6
ORGWRKE	24e.	[24e] MilCowrk: Sat w/ relations	7
ORGWRKF	24f.	[24f] MilCowrk: U put more effort in job	8
MILWRKA	25a.	[25a] WorkSat: Work provides pride	9
MILWRKB	25b.	[25b] WorkSat: Good use of skills	10
MILWRKC	25c.	[25c] WorkSat: U like the kind of work	11
MILWRKD	25d.	[25d] WorkSat: Chance to acquire skills	12
MILWRKE	25e.	[25e] WorkSat: Satisfied w/ job	13
PREPAREA	26a.	[26a] WellPrep: You for wartime job	14
PREPAREB	26b.	[26b] WellPrep: Unit for wartime mission	15
MORALEA	27a.	[27a] Morale: Your level	16
MORALEB	27b.	[27b] Morale: Unit level	17
MEMUNITA	28a.	[28a] UnitCoh: membs care a/b each other	18
MEMUNITB	28b.	[28b] UnitCoh: membs work well as team	19
MEMUNITC	28c.	[28c] UnitCoh: membs get job done	20
MEMUNITD	28d.	[28d] UnitCoh: membs trust each other	21
RHF1	77.	[77] Was it racial/ethnic harassment?	22
RDF1	104.	[104] Were they racial/ethnic discrim?	23
EFFORTA	122a.	[122a] Effort to stop: Sr NGR leaders	24
EFFORTB	122b.	[122b] Effort to stop: Sr install leader	25
EFFORTC	122c.	[122c] Effort to stop: Immediate super	26
MILATTA	123a.	[123a] Mil attent to race harass/discrim	27
MILATTB	123b.	[123b] Mil attent to sex harass/discrim	28
MILATTC	123c.	[123c] Mil attent to relig harass/discri	29
MILATTD	123d.	[123d] Mil attent to other harass/discri	30
SUPATTA	124a.	[124a] Sup attent to race harass/discrim	31
SUPATTB	124b.	[124b] Sup attent to sex harass/discrim	32
SUPATTC	124c.	[124c] Sup attent to relig harass/discri	33
SUPATTD	124d.	[124d] Sup attent to other harass/discri	34
PROMOTE	125.	[125] Chances of promotion after report	35
RATEMWGA	126a.	[126a] MilWkGrp: Feel free to report	36
RATEMWGB	126b.	[126b] MilWkGrp: Cmplnt taken seriously	37
RATEMWGC	126c.	[126c] MilWkGrp: People get away w/ it	38
RATEMWGD	126d.	[126d] MilWkGrp: Policies publicized	39
NGRHWRPA	127a.	[127a] NatGuard/Res: Report harass	40
NGRHWRPB	127b.	[127b] NatGuard/Res: Report discr	41
NGRHWRPC	127c.	[127c] NatGuard/Res: Hotlines publicized	42
COMFORTA	131a.	[131a] Socially: soc w/ races	43
COMFORTB	131b.	[131b] Socially: Press not soc w/ races	44
COMFORTC	131c.	[131c] Socially: Monitor speech othr rac	45
COMFORTD	131d.	[131d] Socially: Monitor behavior w race	46
COMFORTE	131e.	[131e] Socially: Comf w/ diff relig beli	47
COMFORTF	131f.	[131f] Socially: Pres w/ diff relig beli	48
COMFORTG	131g.	[131g] Socially: Comf open w/ your relig	49
SMDAWRK	146.	[146] Social media allowed during work	50
COMPFREQ	149.	[149] Occuranc of haras/discrim mil v ci	51
NATION	150.	[150] Race relations in nation bet/wor	52

VARIABLE NAME	ITEM	LABEL	PAGE
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XSEX		Cross: Gender Self	54
XSRVC		Cross: Service 6 level; from RORG_CD	55
SUPSAT		Tab: Supervisor Satisfaction Scale	56
CWORKSAT		Tab: Coworker Satisfaction Scale	57
WORKSAT		Tab: Work Satisfaction Scale	58
COHESION		Tab: Unit Cohesion Scale	59
WORKHOST		Tab: Workplace Hostility Scale	60
EXP_HARASS		Tab: Experienced harassment	61
EXP_DISCRIM		Tab: Experienced discrimination	62
EXP_TOTAL		Tab: Experienced harass/discrim	63
IDEALSAR		Tab: Separation of people	64
IDEALSBR		Tab: Warn of dangers of interactions	65
IDEALSCR		Tab: Point out dangers of diversity	66

VARIABLE NAME	ITEM	LABEL	PAGE
WEOR1501		Population ID (Constructed)	67

VARIABLE NAME	ITEM	LABEL	PAGE
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FINALWGT		FinalWgt	69

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VARIABLE NAME    ITEM      LABEL                                      PAGE
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ELIGSKIP1                  [1] Self-report eligibility                71
SRSEX            2.        [2] Gender: Respondent                     72
SRHISPA1         3.        [3] Ethnicity                              73
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SRRACEB          4B.       [4a] Race: Black                           75
SRRACEC          4C.       [4a] Race: AIAN                            76
SRRACED          4D.       [4a] Race: Asian                           77
SRRACEE          4E.       [4a] Race: NHPI                            78
SRRACEAU                   SRRACEA                                    79
SRRACEBU                   SRRACEB                                    80
SRRACECU                   SRRACEC                                    81
SRRACEDU                   SRRACED                                    82
SRRACEEU                   SRRACEE                                    83
SRPRIOR          5.        [5] Serve on Active Duty                   84
SRPROG3          6.        [6] Mil tech                               85
SRPROG3SK                  [6] Mil tech                               86
SRPROG3U                   [6] Mil tech-Uned                          87
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SRYEARSU                   [7] Years in Military Service-Uned         90—91
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TEMPO1U                    [10] Days spent in compensated NGR-Uned    93
TEMPO3           11.       [11] Nights away for military duties        94
TEMPO3U                    [11] Nights away for military dutie-Uned   95
SRACTMONTH       12.       [12] Activated in past 12 months           96
SRACTDAYS        13.       [13] Activation past year 30+ days         97
SRACTDAYSSK                [13] Activation past year 30+ days         98
SRACTDAYSU                 [13] Activation past year 30+ days-Uned    99
SRACTVLNTR       14.       [14] Activations voluntary/invol/both      100
SRACTVLNTRSK               [14] Activations voluntary/invol/both      101
SRACTVLNTRU                [14] Activations voluntary/invol/bo-Uned   102
CURRACTIVE       15.       [15] Currently activated                   103
CURRACTIVESK               [15] Currently activated                   104
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SRACTDEPLOY      16.       [16] Activations result in deployment      106
SRACTDEPLOYSK              [16] Activations result in deployment      107
SRACTDEPLOYU               [16] Activations result in deployme-Uned   108
SRACTCONUS       17.       [17] Deployed CONUS or OCONUS              109
SRACTCONUSSK               [17] Deployed CONUS or OCONUS              110
SRACTCONUSU                [17] Deployed CONUS or OCONUS-Uned         111
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CURRDEPLOYSK               [18] Currently deployed                    113
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TIMESDEP         19.       [19] Times deployed                        115
TIMESDEPU                  [19] Times deployed-Uned                   116
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DPLYCZPAYU                 [20] Deployed combat zone-Uned             118
SRUNIT           21.       [21] Time in present military unit         119
SRUNITU                    [21] Time in present military unit-Uned    120
MENTOR           22.       [22] Had Mentor                            121
MILSUPA          23a.      [23a] MilSup: Trust supervisor             122
MILSUPB          23b.      [23b] MilSup: Ensure personnel treat fai   123
MILSUPC          23c.      [23c] MilSup: Little conflict              124
MILSUPD          23d.      [23d] MilSup: eval work perf fairly        125
MILSUPE          23e.      [23e] MilSup: Assigns work fairly          126
MILSUPF          23f.      [23f] MilSup: Sat w/ supervision           127
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H5BSK		[56] Insulted racial gp - knew to stop?	186
H5BU		[56] Insulted racial gp - knew to s-Uned	187
H5C	57.	[57] Insults - continued	188
H5CSK		[57] Insults - continued	189
H5CU		[57] Insults - continued-Uned	190
H5D	58.	[58] Insults - offensive	191
H5DSK		[58] Insults - offensive	192
H5DU		[58] Insults - offensive-Uned	193
H6B	59.	[59] Stereotype - knew to stop?	194
H6BSK		[59] Stereotype - knew to stop?	195
H6BU		[59] Stereotype - knew to stop?-Uned	196
H6C	60.	[60] Stereotype - continued	197
H6CSK		[60] Stereotype - continued	198
H6CU		[60] Stereotype - continued-Uned	199
H6D	61.	[61] Stereotype - offensive	200
H6DSK		[61] Stereotype - offensive	201
H6DU		[61] Stereotype - offensive-Uned	202
H7B	62.	[62] Phy char cmts - knew to stop?	203
H7BSK		[62] Phy char cmts - knew to stop?	204
H7BU		[62] Phy char cmts - knew to stop?-Uned	205
H7C	63.	[63] Phy char cmts - continued	206
H7CSK		[63] Phy char cmts - continued	207
H7CU		[63] Phy char cmts - continued-Uned	208
H7D	64.	[64] Phy char cmts - offensive	209
H7DSK		[64] Phy char cmts - offensive	210
H7DU		[64] Phy char cmts - offensive-Uned	211
H8B	65.	[65] Way they talk - knew to stop?	212
H8BSK		[65] Way they talk - knew to stop?	213
H8BU		[65] Way they talk - knew to stop?-Uned	214
H8C	66.	[66] Way they talk - continued	215
H8CSK		[66] Way they talk - continued	216
H8CU		[66] Way they talk - continued-Uned	217
H8D	67.	[67] Way they talk - offensive	218
H8DSK		[67] Way they talk - offensive	219
H8DU		[67] Way they talk - offensive-Uned	220
H9B	68.	[68] No respect - knew to stop?	221
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H9C	69.	[69] Lack of respect - continued	224
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H9D	70.	[70] Lack of respect - offensive	227
H9DSK		[70] Lack of respect - offensive	228
H9DU		[70] Lack of respect - offensive-Uned	229
H10B	71.	[71] Exclusion - knew to stop?	230
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H10C	72.	[72] Exclusion - continued	233
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H10CU		[72] Exclusion - continued-Uned	235
H10D	73.	[73] Exclusion - offensive	236
H10DSK		[73] Exclusion - offensive	237
H10DU		[73] Exclusion - offensive-Uned	238
H12B	74.	[74] Direct offensive - knew to stop?	239

VARIABLE NAME	ITEM	LABEL	PAGE
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RD4DU		[87d] RD4: Suspicion-Uned	297
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RD5B	89b.	[89b] RD5: Action	300
RD5C	89c.	[89c] RD5: Behavior	301
RD5D	89d.	[89d] RD5: Suspicion	302
RD5SK		[89] RD5: Comment	303
RD5AU		[89a] RD5: Comment-Uned	304
RD5BU		[89b] RD5: Action-Uned	305
RD5CU		[89c] RD5: Behavior-Uned	306
RD5DU		[89d] RD5: Suspicion-Uned	307
RD6INT	90.	[90] RD6: Assigned bad military task	308
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RD6B	91b.	[91b] RD6: Action	310
RD6C	91c.	[91c] RD6: Behavior	311
RD6D	91d.	[91d] RD6: Suspicion	312
RD6SK		[91] RD6: Comment	313
RD6AU		[91a] RD6: Comment-Uned	314
RD6BU		[91b] RD6: Action-Uned	315
RD6CU		[91c] RD6: Behavior-Uned	316
RD6DU		[91d] RD6: Suspicion-Uned	317
RD7INT	92.	[92] RD7: Difficult get mil trg opport	318
RD7A	93a.	[93a] RD7: Comment	319
RD7B	93b.	[93b] RD7: Action	320
RD7C	93c.	[93c] RD7: Behavior	321
RD7D	93d.	[93d] RD7: Suspicion	322
RD7SK		[93] RD7: Comment	323
RD7AU		[93a] RD7: Comment-Uned	324
RD7BU		[93b] RD7: Action-Uned	325
RD7CU		[93c] RD7: Behavior-Uned	326
RD7DU		[93d] RD7: Suspicion-Uned	327
RD8INT	94.	[94] RD8: Unfair mil trg eval/grade	328
RD8A	95a.	[95a] RD8: Comment	329
RD8B	95b.	[95b] RD8: Action	330
RD8C	95c.	[95c] RD8: Behavior	331
RD8D	95d.	[95d] RD8:Suspicion	332
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RD8BU		[95b] RD8: Action-Uned	335
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RD9SK		[97] RD9: Comment	343
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RD9BU		[97b] RD9: Action-Uned	345
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RD9DU		[97d] RD9: Suspicion-Uned	347
RD10INT	98.	[98] RD10: Punished unfairly	348
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RD10B	99b.	[99b] RD10: Action	350
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RD10BU		[99b] RD10: Action-Uned	355
RD10CU		[99c] RD10: Behavior-Uned	356
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RD11A	101a.	[101a] RD11: Comment	359
RD11B	101b.	[101b] RD11: Action	360
RD11C	101c.	[101c] RD11: Behavior	361
RD11D	101d.	[101d] RD11: Suspicion	362
RD11SK		[101] RD11: Comment	363
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ONESITGU		[105g] OneSit: comment phys appear-Uned	400
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VARIABLE NAME    ITEM      LABEL                                          PAGE
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ONESITKSK                  [105k] OneSit: thrt/phys assault               411
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REH1OCCC         108c.     [108c] BehavLoc: MilWk where race not co       459
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REH1OCCE         108e.     [108e] BehavLoc: While deployed                461
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VARIABLE NAME	ITEM	LABEL	PAGE
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MEO_H1                         Tab:  Harassment that met criteria             894
MEO_H1_GRP                     Tab:  Grouped menu for harass criteria         895
MEO_H1_GRP_PR                  Tab:  Percent resp for harass criteria         896
MEO_H2                         Tab:  Harassment that met criteria             897
MEO_H2_GRP                     Tab:  Grouped menu for harass criteria         898
MEO_H2_GRP_PR                  Tab:  Percent resp for harass criteria         899
MEO_H3                         Tab:  Harassment that met criteria             900
MEO_H3_GRP                     Tab:  Grouped menu for harass criteria         901
MEO_H3_GRP_PR                  Tab:  Percent resp for harass criteria         902
MEO_H4                         Tab:  Harassment that met criteria             903
MEO_H4_GRP                     Tab:  Grouped menu for harass criteria         904
MEO_H4_GRP_PR                  Tab:  Percent resp for harass criteria         905
MEO_H5                         Tab:  Harassment that met criteria             906
MEO_H5_GRP                     Tab:  Grouped menu for harass criteria         907
MEO_H5_GRP_PR                  Tab:  Percent resp for harass criteria         908
MEO_H6                         Tab:  Harassment that met criteria             909
MEO_H6_GRP                     Tab:  Grouped menu for harass criteria         910
MEO_H6_GRP_PR                  Tab:  Percent resp for harass criteria         911
MEO_H7                         Tab:  Harassment that met criteria             912
MEO_H7_GRP                     Tab:  Grouped menu for harass criteria         913
MEO_H7_GRP_PR                  Tab:  Percent resp for harass criteria         914
MEO_H8                         Tab:  Harassment that met criteria             915
MEO_H8_GRP                     Tab:  Grouped menu for harass criteria         916
MEO_H8_GRP_PR                  Tab:  Percent resp for harass criteria         917
MEO_H9                         Tab:  Harassment that met criteria             918
MEO_H9_GRP                     Tab:  Grouped menu for harass criteria         919
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VARIABLE NAME           ITEM    LABEL                                   PAGE
MEO_H9_GRP_PR                   Tab:  Percent resp for harass criteria  920
MEO_H10                         Tab:  Harassment that met criteria      921
MEO_H10_GRP                     Tab:  Grouped menu for harass criteria  922
MEO_H10_GRP_PR                  Tab:  Percent resp for harass criteria  923
MEO_H11                         Tab:  Harassment that met criteria      924
MEO_H11_GRP                     Tab:  Grouped menu for harass criteria  925
MEO_H11_GRP_PR                  Tab:  Percent resp for harass criteria  926
MEO_H12                         Tab:  Harassment that met criteria      927
MEO_H12_GRP                     Tab:  Grouped menu for harass criteria  928
MEO_H12_GRP_PR                  Tab:  Percent resp for harass criteria  929
REH1WHERER                      Tab:  Where it occurred (2 level)       930
REH1OCCAR                       Tab:  Where situation occurred          931
REH1OCCBR                       Tab:  Where situation occurred          932
REH1OCCCR                       Tab:  Where situation occurred          933
REH1OCCDR                       Tab:  Where situation occurred          934
REH1OCCER                       Tab:  Where situation occurred          935
REH1RACEAR                      Tab:  Unknown race/ethnicity            936
REH1RACEBR                      Tab:  Multiracial/ethnic individual(s)  937
REH1RACECR                      Tab:  White racial/ethnic individual    938
REH1RACEDR                      Tab:  Black racial/ethnic individual    939
REH1RACEER                      Tab:  AIAN racial/ethnic individual     940
REH1RACEFR                      Tab:  Asian racial/ethnic individual    941
REH1RACEGR                      Tab:  NHPI racial/ethnic individual     942
REH1RACEHR                      Tab:  Hispanic racial/ethnic individual 943
MILCIV                          Tab:  Org affiliation of offender       944
REH1ACTGR                       Tab:  Requested a transfer              945
REH1ACTHR                       Tab:  Leave Nat Guard/Reserve           946
REH1REPAR                       Tab:  Report to someone in chain of comm 947
REPORT                          Tab:  Reported harass/discrim           948
REH1REPBR                       Tab:  Report to someone in chain of comm 949
REH1REPCR                       Tab:  Report to special military office 950
REH1REPDR                       Tab:  Report to other person or office  951
REH1WHYAR                       Tab:  Prevent it from happening again    952
REH1WHYBR                       Tab:  Prevent it from happening to someo 953
REH1WHYCR                       Tab:  Punish the person                 954
REH1WHYDR                       Tab:  Make your chain of command situati 955
REH1WHYER                       Tab:  Reduce any impact on your evaluati 956
REH1WHYFR                       Tab:  Make your military work environmen 957
REH1WHYGR                       Tab:  Transfer yourself or the offender  958
REH1WHYHR                       Tab:  Reported for another reason       959
REH1SATAR                       Brief:  Reporting Process               960
REH1SATBR                       Brief:  Reporting Process               961
REH1SATCR                       Brief:  Reporting Process               962
REH1SATDR                       Brief:  Reporting Process               963
REH1SATER                       Brief:  Reporting Process               964
REH1SATFR                       Brief:  Reporting Process               965
REH1OUTR                        Tab:  Recode of Know Outcome of Report  966
REH1OUTSATR                     Brief:  Report outcome                  967
RETAL                           Tab:  Prof & social retaliation (4 level 968
REH1WHYNAR                      Tab:  Thought it was not important enoug 969
REH1WHYNBR                      Tab:  Did not know how to report        970
REH1WHYNCR                      Tab:  Felt uncomfortable making the repo 971
REH1WHYNDR                      Tab:  Took care of the problem yourself  972
REH1WHYNER                      Tab:  Did not think anything would be do 973
REH1WHYNFR                      Tab:  Thought you would not be believed  974
REH1WHYNGR                      Tab:  Thought reporting would take too m  975
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VARIABLE NAME	ITEM	LABEL	PAGE
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REH1WHYNIR		Tab: Thought it would make your work	977
REH1WHYNJR		Tab: Thought your performance evaluatio	978
REH1WHYNKR		Tab: Afraid of retaliation from person	979
REH1WHYNLR		Tab: Afraid of retaliation from chain	980
REH1WHYNMR		Tab: Encouraged to withdraw your report	981
REH1WHYNNR		Tab: Did not know the identity of perso	982
REH1WHYNOR		Tab: Situation only involved civilian	983
REH1WHYNPR		Tab: Other reason(s)	984
PROMOTER		Tab: Chances of promotion	985
RATEMWGAR		Brief: Military work group	986
RATEMWGBR		Brief: Military work group	987
RATEMWGCR		Brief: Military work group	988
RATEMWGDR		Brief: Military work group	989
NGRTRAINAR		Brief: Nat Guard/Reserve training	990
NGRTRAINBR		Brief: Nat Guard/Reserve training	991
NGRTRAINCR		Brief: Nat Guard/Reserve training	992
NGRTRAINDR		Brief: Nat Guard/Reserve training	993
NGRTRAINER		Brief: Nat Guard/Reserve training	994
NGRTRAINFR		Brief: Nat Guard/Reserve training	995
NGRTRAINGR		Brief: Nat Guard/Reserve training	996
NGRTRAINHR		Brief: Nat Guard/Reserve training	997
NGRTRAINIR		Brief: Nat Guard/Reserve training	998
NGRTRAINJR		Brief: Nat Guard/Reserve training	999
RATETRAINR		Tab: Effectiveness of training (2 level	1000
COMFORTAR		Brief: Comfort with race relations	1001
COMFORTBR		Brief: Comfort with race relations	1002
COMFORTCR		Brief: Comfort with race relations	1003
COMFORTDR		Brief: Comfort with race relations	1004
COMFORTER		Brief: Comfort with race relations	1005
COMFORTFR		Brief: Comfort with race relations	1006
COMFORTGR		Brief: Comfort with race relations	1007
IDEALSR		Tab: Ideals of organizations	1008
DUTYSTAR		Brief: Comfort with race relations	1009
DUTYSTBR		Brief: Comfort with race relations	1010
DUTYSTCR		Brief: Comfort with race relations	1011
LOCALAR		Brief: Problems at local community	1012
LOCALBR		Brief: Problems at local community	1013
LOCALCR		Brief: Problems at local community	1014
SMDANGR2R		Brief: Social media information	1015
SMDAHRMAR		Tab: Recode social media harm	1016
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SMDAHRMDR		Tab: Recode social media harm	1019
SMDARP1R		Tab: Misuse of social media site	1020
SMDACOMAR		Brief: Social media communication	1021
SMDACOMBR		Brief: Social media communication	1022
SMDACOMCR		Brief: Social media communication	1023
SMDACOMDR		Brief: Social media communication	1024
SMDAFRQR		Brief: Social media use at work 3 level	1025
SNETPRFR		Brief: Accessing social network	1026
SMDAWRKR		Brief: Use of social media sites	1027
COMPFREQR		Brief: Race relations in nation	1028
MILREHR		Brief: Race relations in the military	1029
SRRELIGR		Unused: Religion (5 level)	1030
HISP_IM		Con: Race Self Report	1031

VARIABLE NAME	ITEM	LABEL	PAGE
HISP_IMF		Flag: Race Impute	1032
PAY2SVC		Con: Calculating variable for XPAY2SVC	1033
RACE_IM		Con: RaceSelfReportCreat	1034
RACE_IMF		Con: RaceSelfReportCreat	1035
RACE_NI		Con: Race5L	1036
RACE_NUM		Con: RaceNumber	1037
RETH2SVC		Con: Calculating variable for XRETH2SVC	1038
RETH4SVC		Con: Calculating variable for XRETH4SVC	1039
RETHPAY2L		Con: Race by 2 level paygrade for tabs	1040
RETHSVC		Con: Calculating RaceSVC	1041—1042
SAMPLE		Cross: Sample needed for SAM2	1043
XACT		Cross: Activated	1044
XAFC		Brief: Air Force Reserve & Air Force NG	1045
XAGR		Cross: Based on RSV_SCAT	1046
XARMYC		Brief: Army Reserve & National Guard	1047
XDEPLOY		Cross: Activations result deploy	1048
XMILTECH		Cross: MilTech	1049
XMILTECHF		Flag: MilTech	1050
XNGR		Cross: National Guard/Reserve	1051
XPAY26		Numeric version of PPLN_GRD record data	1052
XPAY2L		Cross: 2 Level Paygrade	1053
XPAY2SVC		Cross: Race/ethnicity by service tabs	1054
XPAY2SVC2		Brief: Total Army & Air Force by Paygra	1055
XPAY4L		FourPay	1056
XPAY5L		FivePay	1057
XPROG3L		Cross: For program set	1058
XPROGRAM		Cross: Program info	1059
XRETH2SVC		Cross: Race/ethnicity by service tabs	1060
XRETH4L		Cross: Total 4 level race	1061
XRETH4SVC		Cross: R/eth by service by 4 for tabs	1062
XRETH5L		Brief: Total 5 level race	1063
XRETH7L		Cross: Total 7 level race	1064
XRETHPAY2L		Cross: Race by 2 level paygrade tabs	1065
XRETHSVC		Cross: Race by Service	1066—1067
XRETHSVC2		Brief: Total Army & Air Force by Race	1068
XSEXF		Flag: Gender Impute	1069
EDODANG		Brief: Air National Guard ELIGFLG	1070
EDODARNG		Brief: Army National Guard ELIGFLG	1071
EDODNGR		Brief: National Guard ELIGFLG	1072
EDODRESERVE		Brief: Reserve ELIGFLG	1073
EDODUSAFR		Brief: Air Force Reserve by Pay ELIGFLG	1074
EDODUSAR		Brief: Army Reserve ELIGFLG	1075
EDODUSMCR		Brief: Marine Corps Reserve ELIGF	1076
EDODUSNR		Brief: Navy Reserve ELIGFLG	1077

VARIABLE NAME	ITEM	LABEL	PAGE
BATCH		DRC batch number applied	1078
BLKREAS		Reason survey returned blank	1079
DARVDATE		Date survey arrived	1080
DENTDATE		Date survey processed	1081
DUPRET		Multiple returns flag - excludes blanks	1082
DUPRET2		Multiple Returns Flag - Includes Blanks	1083
INCWEB		Incomplete Web flag	1084
INRECNO		Master SCS ID number	1085
LITHO		Litho code	1086
MAILTYP		Mail Type	1087
SERIAL		DRC serial number applied	1088
SURVFORM		Survey form type	1089
SURVMAIL		Mailing number	1090
TOTALTIME		Total time spent taking the survey	1091
WBTICKNO		Web survey access code	1092
WEBSTAT		Web survey status code	1093

VARIABLE NAME	ITEM	LABEL	PAGE
ACC_SRC_CD		Military Accession Program Source Code (	1094
ACTIVE12		On Active Duty for Any Length of Time fr	1095
ACTVD		RCCPDS Active Duty Status (RCCPDS)	1096
ACTVGRP		Active Duty Status from Both RCCPDS and	1097
ACTVSOC		DEERS Active Duty Status and Special Ope	1098
AFQT_CAT_CD		AFQT Category Code (RCCPDS)	1099
AFQT_SCR_QY		AFQT Percentile Score Quantity (RCCPDS)	1100
AGE_5		Five Age Groups (Constructed)	1101
AGR_SVC		Active Guard & Reserve, or Full Time Nat	1102
ASSGN_UIC_MJR_CMD_CD		Assigned Unit Major Command Code (RCCPDS	1103
ASULOC_CTRY_CD		ASULOC_CTRY_CD (RCCPDS)	1104
ASULOC_ST_CD		ASULOC_ST_CD (RCCPDS)	1105—1106
CAGE		Four Age Groups (Constructed)	1107
CHILDCNT		Number of Children (Family)	1108
CHILDST		Child Status of Member (Constructed)	1109
CIV_MILTECH		Military Technician Status from Civilian	1110
CRACE_CD		Constructed Race Code (Constructed)	1111
CRACEETH		Constructed Race Code for Stratification	1112
CTSFLAG		August 2015 CTS Deployment File Match Fl	1113
CUR		Currently Deployed (CTS Deployment)	1114
CYOS		Years of Service Grouping (Constructed f	1115
DAYS_ACTIVE12		Number of Days Activated from July 2014	1116
DAYS_DEPLOY12		Number of Days Deployed from August 2014	1117
DCOUNT		Total Number of Deployments (CTS)	1118
DCOUNTR		Number of Deployments Grouping (Construc	1119
DEPLOY12		Deployed in the last 12 months (Construc	1120
DIERF_DT		Reserve Forces Initial Entry Date (RCCPD	1121
DIEUS_DT		Uniformed Service Initial Entry Date (RC	1122
DRS_1509FLG		September 2015 DEERS PITE Match Flag	1123
DTY_UIC_MJR_CMD_CD		Duty UIC Major Command Code (RCCPDS)	1124
DUICFLG		Duty UIC Address Flag (Constructed)	1125
EDC_LVL		Education Level Code (RCCPDS)	1126
EDIPI_MISSING		EDIPI FLAG (Constructed)	1127
EMAILFLG		Email Address Flag (DBE)	1128
ETHNIC		Ethnic Affinity Code (RCCPDS)	1129
FAMFLAG		Reserve Family Database Match Flag (Cons	1130
FAMSTAT		Family Status (Constructed)	1131
FILE_DT		RCCPDS File Date (RCCPDS)	1132
HOMFLG		Home Address Flag (Constructed)	1133
MARITAL		Marital Status Code (RCCPDS)	1134
N_AUIC		Total Number of Reservists in Member's A	1135
N_AUICMIN		Total Number of Minority Reservists in M	1136
N_AUICNONMIN		Total Number of Nonminority Reservists i	1137
N_OCC		Total Number of Reservists in Member's P	1138
N_OCCMIN		Total Number of Minority Reservists in M	1139
N_OCCNONMIN		Total Number of Nonminority Reservists i	1140
NSAMP		Sample Count of Each Stratum	1141
NSTRAT		Population Count of Each Stratum	1142
NUMEMAIL		Number of Email Addresses	1143
ORG_CD		Reserve Organization Code (RCCPDS)	1144
P_AUICMIN		Percent of Minority Reservists in Member	1145
P_OCCMIN		Percent of Minority Reservists in Member	1146
PDODOCC		Primary DoD Occupation Code (RCCPDS)	1147
PEBD_DT		Military Longevity Pay Service Base Cale	1148
PNDTHCD		Death Code Flag (Death File)	1149
PNL_END_DT		Personnel End Date (DEERS PITE)	1150

VARIABLE NAME	ITEM	LABEL	PAGE
PNLEC_BGN_DT		Personnel Entitlement Condition Begin Da	1151
PNLEC_END_DT		Personnel Entitlement Condition End Code	1152
PNLEC_ERSN_CD		Personnel End Reason Code (DEERS PITE)	1153
PNLEC_TYP_CD		Personnel Entitlement Condition Type Cod	1154
POPFLG		Population Flag (Constructed)	1155
PPLN_GRD		Pay Plan Grade Identifier (RCCPDS)	1156
PRI_SVC_OCC_CD		Primary Service Occupation Code (RCCPDS)	1157
PRIOR_ASVC_INDC_CD		Prior Regular Component Service Indicato	1158
PROGRAM		Reserve Category Programs – 4 Groups plu	1159
PROGRAM1		Reserve Category Programs – 5 Groups plu	1160
R_EDUC2		Educational Grouping 2 (Constructed)	1161
RACE		Race Code (RCCPDS)	1162
RACE_ETH		Race Ethnicity Code (Constructed)	1163
RANDOM		Random Number (Constructed)	1164
RCC_CD		Reserve Category Code /TRC (RCCPDS)	1165
RCOMPNN		Reserve Component Flag (Constructed)	1166
RELIG		Eligibility Flag (Constructed)	1167
RETH_REP		Race / Ethnicity for Reporting within Se	1168
RETHC3		Race/Ethnic Category 3 (Constructed)	1169
RETHC4		Race/Ethnic Category 4 (Constructed)	1170
RMARITAL		Marital Status Grouping (Constructed)	1171
RORG_CD		RORG_CD	1172
RPAYGRP1		Reserve Pay Group1 (Constructed)	1173
RPAYGRP2		Reserve Pay Group 2 (Constructed)	1174
RPAYGRP5		Reserve Pay Group 5 (Constructed)	1175
RPAYGRP6		Reserve Pay Group 6 (Constructed)	1176
RPAYGRP7		Reserve Pay Group 7 (Constructed)	1177
RPAYGRP8		Reserve Pay Group 8 (Constructed)	1178
RPROG1		Reserve Programs (Constructed)	1179
RSERVICE		Numeric Service (Constructed)	1180
RSEX		Numeric Sex Code (Constructed)	1181
RSEX2		Numeric Sex Code 2 (Constructed)	1182
RSV_CATG		Reserve Category Group Code (RCCPDS)	1183
RSV_SCAT		RSV_SCAT	1184
RSVCAT		Reserve Category Code (RCCPDS)	1185
RSVCC_CD		Reserve Component Category Code (DEERS P	1186—1187
RSVSEP15FLG		Match flag to September 2015 RCCPDS	1188
SAMP_WGT		Sample Weight	1189
SAMPFLG		Sample Flag (Constructed)	1190
SEX		Gender Code (RCCPDS)	1191
SPCL_OPER_CD		DEERS Special Operations Code (DEERS PIT	1192
SR_SVC_PE_DT		Selected Reserve Obligated Service Proje	1193
ST_AFFL_CD		State of Affiliation (RCCPDS)	1194—1195
STRAT		Stratum (Constructed)	1196
SVC_CD		Service Branch Classification Code (RCCP	1197
TAFMS_MN_QY		Total Active Federal Military Months	1198
UICFLG		Assigned UIC Address Flag (Constructed)	1199
US_CITZ_ORIG_CD		US Citizenship Origin Code (RCCPDS)	1200
US_CITZ_STAT_CD		US Citizenship Status (RCCPDS)	1201
YOS		Years of Service AKA: TAFMS_YR_QY (RCCPD	1202
YOSL		Years of Service AKA: PEBD_YR_QY (RCCPDS	1203—1204

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
TOTAL		_Total_	1205
BLKREASS		Reason survey returned blank (Survant)	1206
COMPFLAG		[COMPFLAG] Questionnaire complete flag	1207
COMPFLAGS		[COMPFLAGS] Survant	1208
CONTACTED		CONTACTED	1209
CRITFLAG		[CRITFLAG] Critical ques. complete flag	1210
CRITFLAGS		[CRITFLAGS] Survant	1211
EMAIL_BOUNCE		Email_Bounce	1212
EMAILSTAT		Email address status flag	1213
FLAG_FIN		Final Disposition	1214
FLAG_FINS		Final Disposition (Survant)	1215
HASPND		Has PND	1216
POSTAL_ND		Postal_ND	1217
QCOMPN		[QCOMPN] Questions completed count	1218
QCOMPNF		Questionnaire Complete Number Flag	1219
QCOMPNFS		QCOMPNFS Survant	1220
QCOMPNS		QCOMPNS Survant	1221
QCOMPP		[QCOMPP] Questions completed proportion	1222
QCOMPPS		[QCOMPPS] Survant	1223
REC_INEL		Record Ineligible Flag	1224
REFUSE		REFUSE --Reason survey refused	1225
REFUSES		REFUSE --Reason survey refused (Survant)	1226
SAMP_DC		Sample Disposition Code	1227
SAMP_DCS		Sample Disposition Code--Survant	1228
SCSINEL		Reason reported for ineligibility	1229
SCSINELS		Reason reported for ineligibility--Surva	1230
SPREFUSE		Self/Proxy-report Refuse	1231
SPREFUSES		Self/Proxy-report Refuse--Survant	1232
SPRINEL		Self/Proxy-report Ineligible	1233
SPRINELS		Self/Proxy-report Ineligible -- Survant	1234
SSRINEL		Survey Self-Report Ineligible	1235
V_STRAT		V_Strat	1236
WITHDRAW		Withdraw my answers from this survey	1237

Appendix F.
Frequency Distributions File*

*Located in separate file due to size.

Appendix G.
Flat File Layout for the Basic Use Data

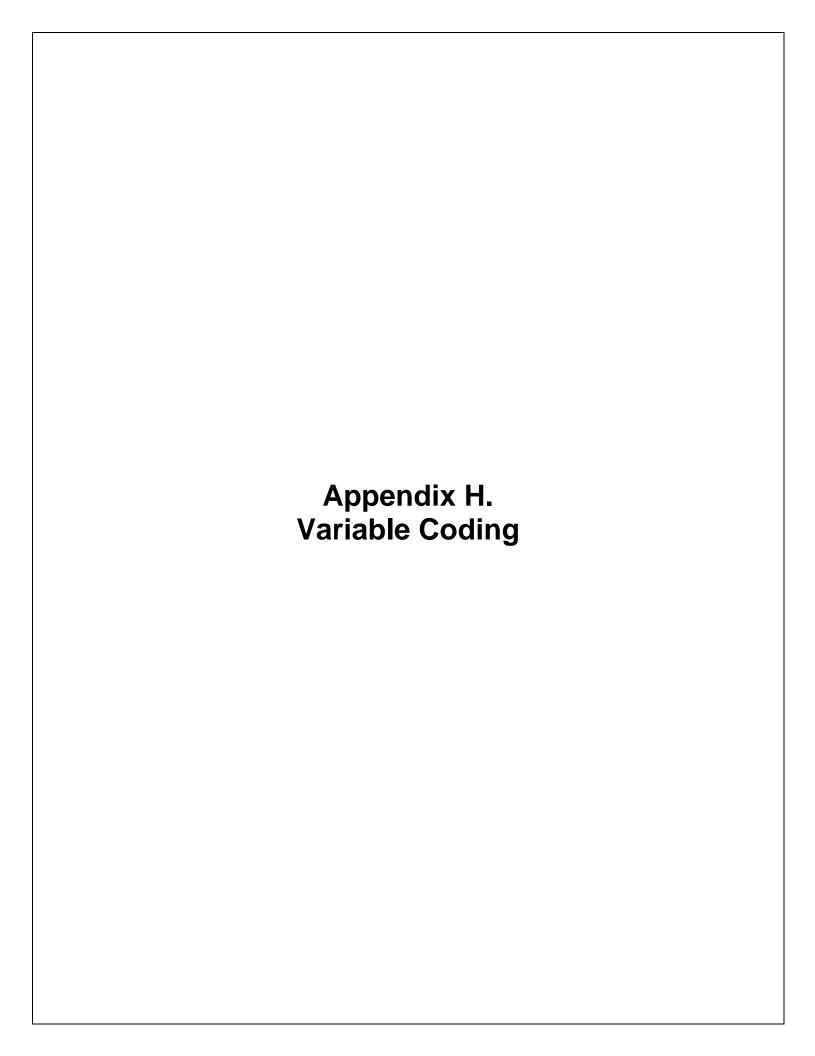| Variable Name	Type	Start	Stop	Length	Label
RETINT1	Num	1	2	2	Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?
SATOVER	Num	3	4	2	Overall, how satisfied are you with the military way of life?
ORGWRKA	Num	5	6	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement. There is very little conflict among your coworkers.
ORGWRKB	Num	7	8	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement. Your coworkers put in the effort required for their jobs.
ORGWRKC	Num	9	10	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement. The people in your work group tend to get along.
ORGWRKD	Num	11	12	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement. The people in your work group are willing to help each other.
ORGWRKE	Num	13	14	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement. You are satisfied with the relationships you have with your coworkers.
ORGWRKF	Num	15	16	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement. You put more effort into your job than your coworkers do.
MILWRKA	Num	17	18	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement. Your work provides you with a sense of pride.

Variable Name	Type	Start	Stop	Length	Label
MILWRKB	Num	19	20	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement. Your work makes good use of your skills.
MILWRKC	Num	21	22	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement. You like the kind of work you do.
MILWRKD	Num	23	24	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement. Your job gives you the chance to acquire valuable skills.
MILWRKE	Num	25	26	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement. You are satisfied with your job as a whole.
PREPAREA	Num	27	28	2	Overall, how well prepared... Mark one answer for each item. Are you to perform your wartime job?
PREPAREB	Num	29	30	2	Overall, how well prepared... Mark one answer for each item. Is your military unit to perform its wartime mission?
MORALEA	Num	31	32	2	How would you rate... Mark one answer for each item. Your current level of morale?
MORALEB	Num	33	34	2	How would you rate... Mark one answer for each item. The current level of morale in your military unit?
MEMUNITA	Num	35	36	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Mark one answer for each statement. Members in your unit really care about each other.
MEMUNITB	Num	37	38	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Mark one answer for each statement. Members in your unit work well together as a team.
MEMUNITC	Num	39	40	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Mark one answer for each statement. Members in your unit pull together to get the job done.

Variable Name	Type	Start	Stop	Length	Label
MEMUNITD	Num	41	42	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Mark one answer for each statement. Members in your unit trust each other.
RHF1	Num	43	44	2	Do you consider any of the things you experienced to be racial/ethnic harassment?
RDF1	Num	45	46	2	Do you consider any of the things that happened to you to be racial/ethnic discrimination?
EFFORTA	Num	47	48	2	Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially? Mark one answer for each item. Senior leadership of my National Guard/Reserve component
EFFORTB	Num	49	50	2	Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially? Mark one answer for each item. Senior leadership of my installation/ship
EFFORTC	Num	51	52	2	Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially? Mark one answer for each item. My immediate military supervisor
MILATTA	Num	53	54	2	Has the military paid too much or too little attention to... Mark one answer for each item. Racial/ethnic harassment and discrimination?
MILATTB	Num	55	56	2	Has the military paid too much or too little attention to... Mark one answer for each item. Sexual harassment and discrimination?
MILATTC	Num	57	58	2	Has the military paid too much or too little attention to... Mark one answer for each item. Religious harassment and discrimination?
MILATTD	Num	59	60	2	Has the military paid too much or too little attention to... Mark one answer for each item. Other harassment and discrimination?

Variable Name	Type	Start	Stop	Length	Label
SUPATTA	Num	61	62	2	Does your immediate military supervisor pay too much or too little attention to... Mark one answer for each item. Racial/ethnic harassment and discrimination?
SUPATTB	Num	63	64	2	Does your immediate military supervisor pay too much or too little attention to... Mark one answer for each item. Sexual harassment and discrimination?
SUPATTC	Num	65	66	2	Does your immediate military supervisor pay too much or too little attention to... Mark one answer for each item. Religious harassment and discrimination?
SUPATTD	Num	67	68	2	Does your immediate military supervisor pay too much or too little attention to... Mark one answer for each item. Other harassment and discrimination?
PROMOTE	Num	69	70	2	In your opinion, if someone in the military reported racial/ethnic harassment and discrimination, would their chances of getting promoted be…
RATEMWGA	Num	71	72	2	In your military work group, to what extent... Mark one answer for each item. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?
RATEMWGB	Num	73	74	2	In your military work group, to what extent... Mark one answer for each item. Would complaints about racial/ethnic harassment and discrimination be taken seriously?
RATEMWGC	Num	75	76	2	In your military work group, to what extent... Mark one answer for each item. Would people be able to get away with racial/ethnic harassment and discrimination?
RATEMWGD	Num	77	78	2	In your military work group, to what extent... Mark one answer for each item. Are policies forbidding racial/ethnic harassment and discrimination publicized?
NGRHWRPA	Num	79	80	2	At your National Guard/Reserve installation/duty station... Mark "Yes" or "No" for each item. Would you know how to report experiences of racial/ethnic harassment?

Variable Name	Type	Start	Stop	Length	Label
NGRHWRPB	Num	81	82	2	At your National Guard/Reserve installation/duty station... Mark "Yes" or "No" for each item. Would you know how to report experiences of racial/ethnic discrimination?
NGRHWRPC	Num	83	84	2	At your National Guard/Reserve installation/duty station... Mark "Yes" or "No" for each item. Is the availability of reporting hotlines publicized enough?
COMFORTA	Num	85	86	2	To what extent do you feel... Mark one answer for each item. Comfortable interacting with people from different racial/ethnic groups?
COMFORTB	Num	87	88	2	To what extent do you feel... Mark one answer for each item. Pressure from military members not to socialize with members of other racial/ethnic groups?
COMFORTC	Num	89	90	2	To what extent do you feel... Mark one answer for each item. The need to watch what you say when with people from different racial/ethnic groups?
COMFORTD	Num	91	92	2	To what extent do you feel... Mark one answer for each item. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?
COMFORTE	Num	93	94	2	To what extent do you feel... Mark one answer for each item. Comfortable interacting with people with different religious beliefs than you?
COMFORTF	Num	95	96	2	To what extent do you feel... Mark one answer for each item. Pressure from military members to avoid socializing with members with different religious beliefs?
COMFORTG	Num	97	98	2	To what extent do you feel... Mark one answer for each item. Comfortable being open about your religious beliefs with other military members?
SMDAWRK	Num	99	100	2	To what extent do you agree or disagree that access to social media sites should not be allowed during military work hours?
COMPFREQ	Num	101	102	2	In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

Variable Name	Type	Start	Stop	Length	Label
NATION	Num	103	104	2	In your opinion, have race/ethnic relations in our nation gotten better or worse during the last five years?
XRETH2L	Num	105	108	4	Cross: Race/ethnicity 2 level Two level minority vs non-minority
XSEX	Num	109	112	4	Cross: Gender Self report first, if missing then impute
XSRVC	Num	113	116	4	Cross: Service 6 level without CG: from RORG_CD
SUPSAT	Num	117	124	8	Tab: Supervisor Satisfaction Scale. Mean of Q23A-F (MILSUPA-F)
CWORKSAT	Num	125	132	8	Tab: Coworker Satisfaction Scale. Mean of Q24a-e.
WORKSAT	Num	133	140	8	Tab: Work Satisfaction Scale. Mean of Q25a-e (MILWRKA - MILWRKE).
COHESION	Num	141	148	8	Tab: Unit Cohesion Scale. Mean of Q28a-d (MEMUNITA-D).
WORKHOST	Num	149	156	8	Tab: Workplace Hostility Scale. Mean of Q29a-f (WRKPROBA - WRKPROBF).
EXP_HARASS	Num	157	160	4	Tab: Experienced harassment
EXP_DISCRIM	Num	161	164	4	Tab: Experienced discrimination
EXP_TOTAL	Num	165	168	4	Tab: Experienced harassment/discrimination
IDEALSAR	Num	169	172	4	Tab: Recode of support the separation of people based on race/ethnicity
IDEALSBR	Num	173	176	4	Tab: Recode of warn of the dangers of interactions between people of different races/ethnicities
IDEALSCR	Num	177	180	4	Tab: Recode of point out the dangers of racial/ethnic diversity
WEOR1501	Num	181	195	15	Population ID (Constructed)
ELIGFLGW	Num	196	199	4	Eligibility Flag
FINALWGT	Num	200	219	20	Final Weight With Non-response and Poststratification Adjustments

Appendix H.
Variable Coding

```
/***************************************************
* SAMPLE: Whole Sample needed for SAM2
* Label Cross: Sample needed for SAM2
***************************************************/
SAMPLE = 1;
If INCWEB = .B   then SAMPLE = .B;
If ELIGSKIP1 = 1 then SAMPLE = .S;


/***************************************************
* XSRVC: Reserve Component from sample frame
* Label Cross: Service 6 level without CG; from RORG_CD
***************************************************/
XSRVC = RORG_CD;
If INCWEB = .B   then XSRVC = .B;
If ELIGSKIP1 = 1 then XSRVC = .S;


/***************************************************
* XNGR: Reserve Component from sample frame
* Label Cross: National Guard/Reserve
***************************************************/
If      XSRVC in (1 5)     then XNGR = 1;
Else if XSRVC in (2 3 4 6) then XNGR = 2;
If      INCWEB = .B        then XNGR = .B;
If      ELIGSKIP1 = 1      then XNGR = .S;


/***************************************************
* XARMYC: Reserve Component from sample frame
* Label Cross: Army National Guard/Reserve
***************************************************/
If      XSRVC in (1 2)     then XARMYC = 2;
Else if XSRVC in (3 4 5 6) then XARMYC = 1;
If      INCWEB = .B        then XARMYC = .B;
If      ELIGSKIP1 = 1      then XARMYC = .S;


/***************************************************
* XAFC: Reserve Component from sample frame
* Label Cross: Air Force National Guard/Reserve
***************************************************/
If      XSRVC in (5 6)     then XAFC = 2;
Else if XSRVC in (1 2 3 4) then XAFC = 1;
If    INCWEB = .B          then XAFC = .B;
If      ELIGSKIP1 = 1      then XAFC = .S;
```

```
/****************************************************
 * XPAY26: Numeric version of PPLN_GRD record data (PPLN_GRD)
 * If missing (E00 or O00) then 0
 * Use XPAY26 has basis for all other pay variables.
 * Footnote: This variable was created from record data only.
 ****************************************************/
If PPLN_GRD = 'E00' then XPAY26 = 0;
If PPLN_GRD = 'E01' then XPAY26 = 1;
If PPLN_GRD = 'E02' then XPAY26 = 2;
If PPLN_GRD = 'E03' then XPAY26 = 3;
If PPLN_GRD = 'E04' then XPAY26 = 4;
If PPLN_GRD = 'E05' then XPAY26 = 5;
If PPLN_GRD = 'E06' then XPAY26 = 6;
If PPLN_GRD = 'E07' then XPAY26 = 7;
If PPLN_GRD = 'E08' then XPAY26 = 8;
If PPLN_GRD = 'E09' then XPAY26 = 9;
If PPLN_GRD = 'O00' then XPAY26 = 0;
If PPLN_GRD = 'O01' then XPAY26 = 21;
If PPLN_GRD = 'O02' then XPAY26 = 22;
If PPLN_GRD = 'O03' then XPAY26 = 23;
If PPLN_GRD = 'O04' then XPAY26 = 24;
If PPLN_GRD = 'O05' then XPAY26 = 25;
If PPLN_GRD = 'O06' then XPAY26 = 26;
If PPLN_GRD = 'W01' then XPAY26 = 11;
If PPLN_GRD = 'W02' then XPAY26 = 12;
If PPLN_GRD = 'W03' then XPAY26 = 13;
If PPLN_GRD = 'W04' then XPAY26 = 14;
If PPLN_GRD = 'W05' then XPAY26 = 15;
If INCWEB = .B then XPAY26 = .B;
If ELIGSKIP1 = 1 then XPAY26 = .S;


/****************************************************
 * XPAY4L: This variable was created from record data only.
 * Note: WO set to missing.
 ****************************************************/
XPAY4L = XPAY26;
If      XPAY26 IN (1 2 3 4)        then XPAY4L= 1;
Else if XPAY26 IN (5 6 7 8 9)      then XPAY4L= 2;
Else if XPAY26 IN (21 22 23)       then XPAY4L= 3;
Else if XPAY26 IN (24 25 26)       then XPAY4L= 4;
Else if XPAY26 in (11 12 13 14 15) then XPAY4L= .;
If INCWEB=.B     then XPAY4L = .B;
If ELIGSKIP1 = 1 then XPAY4L = .S;
```

```
/***************************************************
* XPAY5L: This variable was created from record data only.
* Note: Full range of responses
***************************************************/
XPAY5L = XPAY26;
If    XPAY26 in (1 2 3 4)        then XPAY5L=1;
Else if XPAY26 in (5 6 7 8 9)      then XPAY5L=2;
Else if XPAY26 in (11 12 13 14 15) then XPAY5L=3;
Else if XPAY26 in (21 22 23)       then XPAY5L=4;
Else if XPAY26 in (24 25 26)       then XPAY5L=5;
If   INCWEB=.B     then XPAY5L = .B;
If   ELIGSKIP1 = 1 then XPAY5L = .S;



/***************************************************
* XPAY2L: Collapse of XPAY5L
* Note: Enlisted and Officer categories
***************************************************/
If    XPAY26 IN (1 2 3 4 5 6 7 8 9)                then XPAY2L= 1;
Else if XPAY26 IN (11 12 13 14 15 21 22 23 24 25 26) then XPAY2L= 2;
If INCWEB=.B     then XPAY2L = .B;
If ELIGSKIP1 = 1 then XPAY2L = .S;



/***************************************************
* XSEX: Self report first, if missing then impute
***************************************************/
If SRSEX GT .Z then do;
  XSEX = SRSEX;
  XSEXF = 1;
End;
Else if SRSEX in (. .N) and RSEX NE 0 then do;
  XSEX = RSEX;
  XSEXF = 2;
End;
If INCWEB = .B then XSEX = .B;
If INCWEB = .B then XSEXF = .B;
If ELIGSKIP1 = 1 then XSEX = .S;
If ELIGSKIP1 = 1 then XSEXF = .S;
```

```
/***************************************************
* HISP_IM: Create ethnicity from self-report and imputations
* When missing, record data was used for imputation:
* ETHNIC, which was constructed from RCCPDS
***************************************************/
HISP_IMF = 1; /*Not Imputed*/
HISP_IM = SRHISPA1;
If HISP_IM = .  and ETHNIC in ('AK' 'AL' 'AM' 'AN' 'AO') then do;
   HISP_IM = 2; /*Hispanic*/
   HISP_IMF = 2; /*Imputed*/
End;
If   HISP_IM = . and ETHNIC in ('AA' 'AB' 'AC' 'AD' 'AF'
                                'AG' 'AI' 'AJ' 'AP' 'AQ'
                                'AR' 'AS' 'AT' 'AU' 'AV'
                                'BG' 'BH') then do;
   HISP_IM = 1; /*Not Hispanic*/
   HISP_IMF = 2; /*Imputed*/
End;
If ETHNIC = 'ZZ' then HISP_IMF = .;
IF INCWEB = .B then HISP_IM = .B;
IF INCWEB = .B then HISP_IMF =.B;
If ELIGSKIP1 = 1 then HISP_IM = .S;
If ELIGSKIP1 = 1 then HISP_IMF = .S;


/***************************************************
* RACE_NI: Create 5 digit non-imputed race variable
*          used in creation of SRRACE1
***************************************************/
RACE_NI = (10000*SRRACEA)  /* White*/
        + ( 1000*SRRACEB)  /* Black*/
        + (  100*SRRACEC)  /* American Indian or Alaskan Native*/
        + (   10*SRRACED)  /* Asian*/
        + (    1*SRRACEE); /* Hawaiian*/
If INCWEB = .B then RACE_NI = .B;
If SRRACEA = .N then RACE_NI = .N;
If ELIGSKIP1 = 1 then RACE_NI = .S;
```

```
/****************************************************
* SRRACE1: Self-reported race non-imputed. Made from RACE_NI.
****************************************************/
If    RACE_NI = .    then SRRACE1 = .;
Else if RACE_NI = 11211 then SRRACE1 = 1;   /* AIAN*/
Else if RACE_NI = 11121 then SRRACE1 = 2;   /* Asian*/
Else if RACE_NI = 12111 then SRRACE1 = 3;   /* Black*/
Else if RACE_NI = 11112 then SRRACE1 = 4;   /* NHPI*/
Else if RACE_NI = 21111 then SRRACE1 = 5;   /* White*/
Else if RACE_NI = 11221 then SRRACE1 = 100; /* AIAN A*/
Else if RACE_NI = 12221 then SRRACE1 = 101; /* AIAN A B*/
Else if RACE_NI = 12222 then SRRACE1 = 102; /* AIAN A B NHPI*/
Else if RACE_NI = 22222 then SRRACE1 = 103; /* AIAN A B NHPI W*/
Else if RACE_NI = 22221 then SRRACE1 = 104; /* AIAN A B W*/
Else if RACE_NI = 11222 then SRRACE1 = 105; /* AIAN A NHPI*/
Else if RACE_NI = 21222 then SRRACE1 = 106; /* AIAN A NHPI W*/
Else if RACE_NI = 21221 then SRRACE1 = 107; /* AIAN A W*/
Else if RACE_NI = 12211 then SRRACE1 = 108; /* AIAN B*/
Else if RACE_NI = 12212 then SRRACE1 = 109; /* AIAN B NHPI*/
Else if RACE_NI = 22212 then SRRACE1 = 110; /* AIAN B NHPI W*/
Else if RACE_NI = 22211 then SRRACE1 = 111; /* AIAN B W*/
Else if RACE_NI = 11212 then SRRACE1 = 112; /* AIAN NHPI*/
Else if RACE_NI = 21212 then SRRACE1 = 113; /* AIAN NHPI W*/
Else if RACE_NI = 21211 then SRRACE1 = 114; /* AIAN W*/
Else if RACE_NI = 12121 then SRRACE1 = 115; /* A B*/
Else if RACE_NI = 12122 then SRRACE1 = 116; /* A B NHPI*/
Else if RACE_NI = 22122 then SRRACE1 = 117; /* A B NHPI W*/
Else if RACE_NI = 22121 then SRRACE1 = 118; /* A B W*/
Else if RACE_NI = 11122 then SRRACE1 = 119; /* A NHPI*/
Else if RACE_NI = 21122 then SRRACE1 = 120; /* A NHPI W*/
Else if RACE_NI = 21121 then SRRACE1 = 121; /* A W*/
Else if RACE_NI = 12112 then SRRACE1 = 122; /* B NHPI*/
Else if RACE_NI = 22112 then SRRACE1 = 123; /* B NHPI W*/
Else if RACE_NI = 22111 then SRRACE1 = 124; /* B W*/
Else if RACE_NI = 21112 then SRRACE1 = 125; /* NHPI W*/
If INCWEB = .B   then SRRACE1 = .B;
If RACE_NI = .N  then SRRACE1 = .N;
If ELIGSKIP1 = 1 then SRRACE1 = .S;
```

```
/***************************************************
 * RACE_NUM: Make record variable RACE into a number
 *           variable instead of character
 ***************************************************/
If RACE = '001' then RACE_NUM = 1;
If RACE = '002' then RACE_NUM = 2;
If RACE = '003' then RACE_NUM = 3;
If RACE = '004' then RACE_NUM = 4;
If RACE = '005' then RACE_NUM = 5;
If RACE = '100' then RACE_NUM = 100;
If RACE = '101' then RACE_NUM = 101;
If RACE = '102' then RACE_NUM = 102;
If RACE = '103' then RACE_NUM = 103;
If RACE = '104' then RACE_NUM = 104;
If RACE = '105' then RACE_NUM = 105;
If RACE = '106' then RACE_NUM = 106;
If RACE = '107' then RACE_NUM = 107;
If RACE = '108' then RACE_NUM = 108;
If RACE = '109' then RACE_NUM = 109;
If RACE = '110' then RACE_NUM = 110;
If RACE = '111' then RACE_NUM = 111;
If RACE = '112' then RACE_NUM = 112;
If RACE = '113' then RACE_NUM = 113;
If RACE = '114' then RACE_NUM = 114;
If RACE = '115' then RACE_NUM = 115;
If RACE = '116' then RACE_NUM = 116;
If RACE = '117' then RACE_NUM = 117;
If RACE = '118' then RACE_NUM = 118;
If RACE = '119' then RACE_NUM = 119;
If RACE = '120' then RACE_NUM = 120;
If RACE = '121' then RACE_NUM = 121;
If RACE = '122' then RACE_NUM = 122;
If RACE = '123' then RACE_NUM = 123;
If RACE = '124' then RACE_NUM = 124;
If RACE = '125' then RACE_NUM = 125;
If RACE = '999' then RACE_NUM = 999;


/***************************************************
 * RACE_IM: Create race from self-report and imputations
 * Label Imputed Race code
 * Footnote: This variable was created primarily from self-report data.
 * When missing record data was used for imputation: RACE, which
 * was taken from RCCPDS
 ***************************************************/
RACE_IM = SRRACE1;
If RACE_IM GT .Z then RACE_IMF = 1;
If SRRACE1 = . and 1<=RACE_NUM<=125 then do;
  RACE_IM = RACE_NUM;
  RACE_IMF = 2;
End;
If RACE_NUM = 999 then RACE_IMF = .;
If INCWEB = .B then RACE_IM = .B;
If INCWEB = .B then RACE_IMF = .B;
If ELIGSKIP1 = 1 then RACE_IM = .S;
If ELIGSKIP1 = 1 then RACE_IMF = .S;
```

```
/***************************************************
* XRETH7L: Total 7 level race made for use in 2 and
*          3 level race crossings
***************************************************/
If      HISP_IM = 2    then XRETH7L = 1; /*Hispanic*/
Else if RACE_IM = 5    then XRETH7L = 2; /* White*/
Else if RACE_IM = 3    then XRETH7L = 3; /* Black*/
Else if RACE_IM = 1    then XRETH7L = 4; /* AIAN*/
Else if RACE_IM = 2    then XRETH7L = 5; /* Asian*/
Else if RACE_IM = 4    then XRETH7L = 6; /* NHPI*/
Else if RACE_IM >= 100 then XRETH7L = 7;   /* Two or more racial groups*/
If INCWEB = .B then XRETH7L = .B;
If ELIGSKIP1 = 1 then XRETH7L = .S;



/***************************************************
* XRETH2L: Two level minority vs non-minority
* Label Cross: Race/ethnicity 2 level
***************************************************/
XRETH2L = XRETH7L;
If      XRETH7L = 2             then XRETH2L = 1; /*Non-Hispanic White*/
Else if XRETH7L in (1 3 4 5 6 7) then XRETH2L = 2; /*Total Minority*/
If INCWEB = .B then XRETH2L = .B;
If ELIGSKIP1 = 1 then XRETH2L = .S;



/***************************************************
* XRETH4L: Total 4 level race made for use in 2 and
*          3 level race crossings
***************************************************/
If XRETH2L = 2 then do;
   If      XRETH7L = 3 then XRETH4L = 1;     /*Black*/
   Else if XRETH7L = 1   then XRETH4L = 2; /*Hispanic*/
   Else if XRETH7L = 5 then XRETH4L = 3;     /* Asian*/
   Else if XRETH7L in (4 6 7) then XRETH4L = 4; /*Other Race/Ethnicity*/
End;
If INCWEB = .B then XRETH4L = .B;
If ELIGSKIP1 = 1 then XRETH4L = .S;



/***************************************************
* XRETH5L
* Brief: Total 5 level race
***************************************************/
If      XRETH7L = 2 then XRETH5L = 1; /*White*/
Else if XRETH7L = 3 then XRETH5L = 2; /*Black*/
Else if XRETH7L = 1 then XRETH5L = 3; /*Hispanic*/
Else if XRETH7L = 5 then XRETH5L = 4; /* Asian*/
Else if XRETH7L in (4 6 7) then XRETH5L = 5; /*Other Race/Ethnicity*/
If INCWEB = .B then XRETH5L = .B;
If ELIGSKIP1 = 1 then XRETH5L = .S;
```

```
/***************************************************
* XAGR: Based on RSV_SCAT
***************************************************/
If RSV_SCAT = 'G' then XAGR = 2; /*Active Guard Reserve*/
Else XAGR = 1; /*Assume TPU*/
If INCWEB=.B then XAGR = .B;
If ELIGSKIP1 = 1 then XAGR = .S;


/***************************************************
* XPROGRAM - Note: This was not on the survey.
* Will use Not AGR (XAGR=1) as the denominator;
* IMA can't be in ANG, ARNG or CGR, Take service information over record IMA
***************************************************/
IF XAGR = 1 then do;
  XPROGRAM = 1; /* Assume TPU*/
  If     RSV_SCAT = 'B' and XSRVC in (2 3 4 6) then XPROGRAM = 2;
  Else if RSV_SCAT = 'B' and XSRVC in (1 5)      then XPROGRAM = 1;
End;
If INCWEB=.B then XPROGRAM = .B;
If ELIGSKIP1 = 1 then XPROGRAM = .S;


/***************************************************
* XPROG3L: Crossing for program (Reserve Unit, AGR/FTS/AR, or IMA).
* 1=TPU
* 2=AGR/FTS/AR
* 3=IMA
***************************************************/
XPROG3L = 1;
If     RSV_SCAT = 'G' then XPROG3L = 2; /* AGR/FTS/AR */
Else if RSV_SCAT = 'B' and XSRVC in (2 3 4 6) then XPROG3L = 3;
Else if RSV_SCAT = 'B' and XSRVC in (1 5) then XPROG3L = 1;
If INCWEB=.B then XPROG3L = .B;
If ELIGSKIP1 = 1 then XPROG3L = .S;
```

```
/****************************************************
* XMILTECH NOTE: AGR/FTS/AR, IMA and Navy, or MC can't be MilTechs
* Take Self Report data first SRPROG3 in (1 2) = MilTech
* The data had 12 cases were people are IMA but also said they are a MilTech.
* Took MilTech information over IMA
* Footnote: This variable was created primarily from self-report data.  When
* missing record data was used for imputation: RSV_CATG, which was constructed from
RCCPDS.
****************************************************/
If XAGR = 1 then do;
  XMILTECH=1; /* Assume not a MilTech*/
  XMILTECHF=1;
  If SRPROG3 in (1 2) and XSRVC in (1 2 5 6) then XMILTECH=2;
  If SRPROG3 in (.) and XSRVC in (1 2 5 6) then do;
    XMILTECHF=2;
    If RSV_CATG=3 then XMILTECH=2;
  End;
End;
Else if XAGR = 2 then do;
  XMILTECH = .N;/* AGR/FTS/AR */
  XMILTECHF = .N;
End;
If INCWEB = .B then XMILTECH = .B;
If INCWEB = .B then XMILTECHF = .B;
If ELIGSKIP1 = 1 then XMILTECH = .S;
If ELIGSKIP1 = 1 then XMILTECHF = .S;


/****************************************************
* XACT: Activated or not activated in the last 12 months.
****************************************************/
XACT = SRACTMONTH;


/****************************************************
* XDEPLOY: Activations resulting in deployment, yes or no.
* Must have been activated for longer than 30 days
****************************************************/
XDEPLOY = SRACTDEPLOY;
If SRACTMONTH = 1 OR SRACTDAYS = 1 then XDEPLOY = 3;


/****************************************************
* RETHSVC: Calculating variable for XRETHSVC
****************************************************/
RETHSVC = XRETH7L*10 + XSRVC;
If INCWEB = .B then RETHSVC = .B;
If ELIGSKIP1 = 1 then RETHSVC = .S;
```

```
/***************************************************
* XRETHSVC: Race/ethnicity by service for regular tabulations. Using
* already imputed variables XSRVC and XRETH7L.
***************************************************/
XRETHSVC=RETHSVC;
If       RETHSVC = 11 then XRETHSVC = 1 ; /*Hispanic ARNG*/
Else if RETHSVC = 12 then XRETHSVC = 2 ; /*Hispanic USAR*/
Else if RETHSVC = 13 then XRETHSVC = 3 ; /*Hispanic USNR*/
Else if RETHSVC = 14 then XRETHSVC = 4 ; /*Hispanic USMCR*/
Else if RETHSVC = 15 then XRETHSVC = 5 ; /*Hispanic ANG*/
Else if RETHSVC = 16 then XRETHSVC = 6 ; /*Hispanic USAFR*/
Else if RETHSVC = 21 then XRETHSVC = 7 ; /*White ARNG*/
Else if RETHSVC = 22 then XRETHSVC = 8 ; /*White USAR*/
Else if RETHSVC = 23 then XRETHSVC = 9 ; /*White USNR*/
Else if RETHSVC = 24 then XRETHSVC = 10; /*White USMCR*/
Else if RETHSVC = 25 then XRETHSVC = 11; /*White ANG*/
Else if RETHSVC = 26 then XRETHSVC = 12; /*White USAFR*/
Else if RETHSVC = 31 then XRETHSVC = 13; /*Black ARNG*/
Else if RETHSVC = 32 then XRETHSVC = 14; /*Black USAR*/
Else if RETHSVC = 33 then XRETHSVC = 15; /*Black USNR*/
Else if RETHSVC = 34 then XRETHSVC = 16; /*Black USMCR*/
Else if RETHSVC = 35 then XRETHSVC = 17; /*Black ANG*/
Else if RETHSVC = 36 then XRETHSVC = 18; /*Black USAFR*/
Else if RETHSVC = 41 then XRETHSVC = 19; /*AIAN ARNG*/
Else if RETHSVC = 42 then XRETHSVC = 20; /*AIAN USAR*/
Else if RETHSVC = 43 then XRETHSVC = 21; /*AIAN USNR*/
Else if RETHSVC = 44 then XRETHSVC = 22; /*AIAN USMCR*/
Else if RETHSVC = 45 then XRETHSVC = 23; /*AIAN ANG*/
Else if RETHSVC = 46 then XRETHSVC = 24; /*AIAN USAFR*/
Else if RETHSVC = 51 then XRETHSVC = 25; /*Asian ARNG*/
Else if RETHSVC = 52 then XRETHSVC = 26; /*Asian USAR*/
Else if RETHSVC = 53 then XRETHSVC = 27; /*Asian USNR*/
Else if RETHSVC = 54 then XRETHSVC = 28; /*Asian USMCR*/
Else if RETHSVC = 55 then XRETHSVC = 29; /*Asian ANG*/
Else if RETHSVC = 56 then XRETHSVC = 30; /*Asian USAFR*/
Else if RETHSVC = 61 then XRETHSVC = 31; /*NHPI ARNG*/
Else if RETHSVC = 62 then XRETHSVC = 32; /*NHPI USAR*/
Else if RETHSVC = 63 then XRETHSVC = 33; /*NHPI USNR*/
Else if RETHSVC = 64 then XRETHSVC = 34; /*NHPI USMCR*/
Else if RETHSVC = 65 then XRETHSVC = 36; /*NHPI ANG*/
Else if RETHSVC = 66 then XRETHSVC = 37; /*NHPI USAFR*/
Else if RETHSVC = 71 then XRETHSVC = 38; /*Two or More Races ARNG*/
Else if RETHSVC = 72 then XRETHSVC = 39; /*Two or More Races USAR*/
Else if RETHSVC = 73 then XRETHSVC = 40; /*Two or More Races USNR*/
Else if RETHSVC = 74 then XRETHSVC = 41; /*Two or More Races USMCR*/
Else if RETHSVC = 75 then XRETHSVC = 43; /*Two or More Races ANG*/
Else if RETHSVC = 76 then XRETHSVC = 44; /*Two or More Races USAFR*/
If INCWEB = .B then XRETHSVC = .B;
If ELIGSKIP1 = 1 then XRETHSVC = .S;


/***************************************************
* RETH2SVC: Calculating variable for XRETH2SVC
***************************************************/
RETH2SVC = XRETH2L*10 + XSRVC;
If INCWEB = .B then RETH2SVC = .B;
If ELIGSKIP1 = 1 then RETH2SVC = .S;
```

```
/****************************************************
* XRETH2SVC: Race/ethnicity by service for regular tabulations. Using
* already imputed variables XSRVC and XRETH2L.
****************************************************/
XRETH2SVC=RETH2SVC;
If      RETH2SVC = 11 then XRETH2SVC = 1 ; /*White ARNG*/
Else if RETH2SVC = 12 then XRETH2SVC = 2 ; /*White USAR*/
Else if RETH2SVC = 13 then XRETH2SVC = 3 ; /*White USNR*/
Else if RETH2SVC = 14 then XRETH2SVC = 4 ; /*White USMCR*/
Else if RETH2SVC = 15 then XRETH2SVC = 5 ; /*White ANG*/
Else if RETH2SVC = 16 then XRETH2SVC = 6 ; /*White USAFR*/
Else if RETH2SVC = 21 then XRETH2SVC = 7 ; /*Total Minority ARNG*/
Else if RETH2SVC = 22 then XRETH2SVC = 8 ; /*Total Minority USAR*/
Else if RETH2SVC = 23 then XRETH2SVC = 9 ; /*Total Minority USNR*/
Else if RETH2SVC = 24 then XRETH2SVC = 10; /*Total Minority USMCR*/
Else if RETH2SVC = 25 then XRETH2SVC = 11; /*Total Minority ANG*/
Else if RETH2SVC = 26 then XRETH2SVC = 12; /*Total Minority USAFR*/
If INCWEB = .B then XRETH2SVC = .B;
If ELIGSKIP1 = 1 then XRETH2SVC = .S;


/****************************************************
* XRETHSVC2: Race/ethnicity by service for regular tabulations
* Label Cross: XARMYC, XAFC and XRETH2L, XRETH7L
****************************************************/
If      XRETH2L = 1 and XARMYC = 2 then XRETHSVC2 = 1; /*White Total Army*/
Else if XRETH7L = 3 and XARMYC = 2 then XRETHSVC2 = 2; /*Black Total Army*/
Else if XRETH7L = 1 and XARMYC = 2 then XRETHSVC2 = 3; /*Hispanic Total Army*/
Else if XRETH7L = 5 and XARMYC = 2 then XRETHSVC2 = 4; /*Asian Total Army*/
Else if XRETH7L = 7 and XARMYC = 2 then XRETHSVC2 = 5; /*Other Race/Ethnicity Total
Army*/
Else if XRETH2L = 1 and XAFC = 2 then XRETHSVC2 = 6; /*White Total Air Force*/
Else if XRETH7L = 3 and XAFC = 2 then XRETHSVC2 = 7; /*Black Total Air Force*/
Else if XRETH7L = 1 and XAFC = 2 then XRETHSVC2 = 8; /*Hispanic Total Air Force*/
Else if XRETH7L = 5 and XAFC = 2 then XRETHSVC2 = 9; /*Asian Total Air Force*/
Else if XRETH7L = 7 and XAFC = 2 then XRETHSVC2 = 10; /*Other Race/Ethnicity Total
Air Force*/
If INCWEB = .B   then XRETHSVC2 = .B;
If ELIGSKIP1 = 1 then XRETHSVC2 = .S;


/****************************************************
* RETH4SVC: Calculating variable for XRETH4SVC
****************************************************/
RETH4SVC = XRETH4L*10 + XSRVC;
If INCWEB = .B then RETH4SVC = .B;
If ELIGSKIP1 = 1 then RETH4SVC = .S;
```

```
/****************************************************
* XRETH4SVC: Race/ethnicity by service for regular tabulations. Using
* already imputed variables XSRVC and XRETH4L.
****************************************************/
XRETH4SVC=RETH4SVC;
If      RETH4SVC = 11 then XRETH4SVC = 1 ; /*Black ARNG*/
Else if RETH4SVC = 12 then XRETH4SVC = 2 ; /*Black USAR*/
Else if RETH4SVC = 13 then XRETH4SVC = 3 ; /*Black USNR*/
Else if RETH4SVC = 14 then XRETH4SVC = 4 ; /*Black USMCR*/
Else if RETH4SVC = 15 then XRETH4SVC = 5 ; /*Black ANG*/
Else if RETH4SVC = 16 then XRETH4SVC = 6 ; /*Black USAFR*/
Else if RETH4SVC = 21 then XRETH4SVC = 7 ; /*Hispanic ARNG*/
Else if RETH4SVC = 22 then XRETH4SVC = 8 ; /*Hispanic USAR*/
Else if RETH4SVC = 23 then XRETH4SVC = 9 ; /*Hispanic USNR*/
Else if RETH4SVC = 24 then XRETH4SVC = 10; /*Hispanic USMCR*/
Else if RETH4SVC = 25 then XRETH4SVC = 11; /*Hispanic ANG*/
Else if RETH4SVC = 26 then XRETH4SVC = 12; /*Hispanic USAFR*/
Else if RETH4SVC = 31 then XRETH4SVC = 13; /*Asian ARNG*/
Else if RETH4SVC = 32 then XRETH4SVC = 14; /*Asian USAR*/
Else if RETH4SVC = 33 then XRETH4SVC = 15; /*Asian USNR*/
Else if RETH4SVC = 34 then XRETH4SVC = 16; /*Asian USMCR*/
Else if RETH4SVC = 35 then XRETH4SVC = 17; /*Asian ANG*/
Else if RETH4SVC = 36 then XRETH4SVC = 18; /*Asian USAFR*/
Else if RETH4SVC = 41 then XRETH4SVC = 19; /*Other Race/Ethnicity ARNG*/
Else if RETH4SVC = 42 then XRETH4SVC = 20; /*Other Race/Ethnicity USAR*/
Else if RETH4SVC = 43 then XRETH4SVC = 21; /*Other Race/Ethnicity USNR*/
Else if RETH4SVC = 44 then XRETH4SVC = 22; /*Other Race/Ethnicity USMCR*/
Else if RETH4SVC = 45 then XRETH4SVC = 23; /*Other Race/Ethnicity ANG*/
Else if RETH4SVC = 46 then XRETH4SVC = 24; /*Other Race/Ethnicity USAFR*/
If INCWEB = .B then XRETH4SVC = .B;
If ELIGSKIP1 = 1 then XRETH4SVC = .S;


/****************************************************
* RETHPAY2L: Calculation of race by 2 level paygrade for regular tabulations.
****************************************************/
RETHPAY2L=XRETH7L*10 + XPAY2L;
If INCWEB = .B then RETHPAY2L = .B;
If ELIGSKIP1 = 1 then RETHPAY2L = .S;
```

```
/***************************************************
* XRETHPAY2L: Crossing of race by 2 level paygrade for regular tabulations.
* Note: Not in Tab Shell
***************************************************/
XRETHPAY2L = RETHPAY2L;
If      RETHPAY2L = 11 then XRETHPAY2L = 1; /* Hispanic Enlisted */
Else if RETHPAY2L = 12 then XRETHPAY2L = 2; /* Hispanic Officer */
Else if RETHPAY2L = 21 then XRETHPAY2L = 3; /* White Enlisted */
Else if RETHPAY2L = 22 then XRETHPAY2L = 4; /* White Officer */
Else if RETHPAY2L = 31 then XRETHPAY2L = 5; /* Black Enlisted */
Else if RETHPAY2L = 32 then XRETHPAY2L = 6; /* Black Officer */
Else if RETHPAY2L = 41 then XRETHPAY2L = 7; /* AIAN Enlisted */
Else if RETHPAY2L = 42 then XRETHPAY2L = 8; /* AIAN Officer */
Else if RETHPAY2L = 51 then XRETHPAY2L = 9; /* White Enlisted */
Else if RETHPAY2L = 52 then XRETHPAY2L = 10; /* White Officer */
Else if RETHPAY2L = 61 then XRETHPAY2L = 11; /* NHPI Enlisted */
Else if RETHPAY2L = 62 then XRETHPAY2L = 12; /* NHPI Officer */
Else if RETHPAY2L = 71 then XRETHPAY2L = 13; /* Two or more races Enlisted */
Else if RETHPAY2L = 72 then XRETHPAY2L = 14; /* Two or more races Officer */
If INCWEB = .B then XRETHPAY2L = .B;
If ELIGSKIP1 = 1 then XRETHPAY2L = .S;



/***************************************************
* PAY2SVC: Calculating variable for XPAY2SVC
***************************************************/
PAY2SVC = XPAY2L*10 + XSRVC;
If INCWEB = .B then PAY2SVC = .B;
If ELIGSKIP1 = 1 then PAY2SVC = .S;



/*IDEALSR Q132, Tab 305
Percentage Reporting Yes to Any
format YN2C
1=No
2=Yes
*/
IDEALSR=.;
If      IDEALSAR = 2 OR IDEALSBR = 2 OR IDEALSCR = 2 then IDEALSR = 2;
Else if IDEALSAR=1 AND IDEALSBR=1 AND IDEALSCR=1 then IDEALSR = 1;
If INCWEB = .B then IDEALSR = .B;
If ELIGSKIP1 = 1 then IDEALSR = .S;



/*SMDARP1R Q139, Tab 257
format YN_DNASM
1=Yes
2=No
3=Does not apply; someone else reported
*/
If      SMDAUSE=1 then SMDARP1R=3;
Else if SMDAHRMA=2 or SMDAHRMB=2 or SMDAHRMC=2 or SMDAHRMD=2 then SMDARP1R=1;
Else if SMDAHRMA in(. 1) or SMDAHRMB in(. 1) or SMDAHRMC in(. 1) or SMDAHRMD in(.
1) then SMDARP1R=2;
If INCWEB = .B then SMDARP1R = .B;
If ELIGSKIP1 = 1 then SMDARP1R = .S;
```

```
/***************************************************
* XPAY2SVC: Race/ethnicity by service for regular tabulations. Using
* already imputed variables XSRVC and XPAY2L.
***************************************************/
XPAY2SVC=PAY2SVC;
If      PAY2SVC = 11 then XPAY2SVC = 1 ; /*Enlisted ARNG*/
Else if PAY2SVC = 12 then XPAY2SVC = 2 ; /*Enlisted USAR*/
Else if PAY2SVC = 13 then XPAY2SVC = 3 ; /*Enlisted USNR*/
Else if PAY2SVC = 14 then XPAY2SVC = 4 ; /*Enlisted USMCR*/
Else if PAY2SVC = 15 then XPAY2SVC = 5 ; /*Enlisted ANG*/
Else if PAY2SVC = 16 then XPAY2SVC = 6 ; /*Enlisted USAFR*/
Else if PAY2SVC = 21 then XPAY2SVC = 8 ; /*Officers ARNG*/
Else if PAY2SVC = 22 then XPAY2SVC = 9 ; /*Officers USAR*/
Else if PAY2SVC = 23 then XPAY2SVC = 10; /*Officers USNR*/
Else if PAY2SVC = 24 then XPAY2SVC = 11; /*Officers USMCR*/
Else if PAY2SVC = 25 then XPAY2SVC = 12; /*Officers ANG*/
Else if PAY2SVC = 26 then XPAY2SVC = 13; /*Officers USAFR*/
If INCWEB = .B then XPAY2SVC = .B;
If ELIGSKIP1 = 1 then XPAY2SVC = .S;


/***************************************************
* XPAY2SVC2: Paygrade by service for regular tabulations.
* Label Cross: XARMYC, XAFC and XPAY2L
***************************************************/
If      XPAY2L = 1 and XARMYC = 2 then XPAY2SVC2 = 1; /*Enlisted Total Army*/
Else if XPAY2L = 2 and XARMYC = 2 then XPAY2SVC2 = 2; /*Officers Total Army*/
Else if XPAY2L = 1 and XAFC = 2   then XPAY2SVC2 = 3; /*Enlisted Total Air Force*/
Else if XPAY2L = 2 and XAFC = 2   then XPAY2SVC2 = 4; /*Officers Total Air Force*/
If      INCWEB = .B                then XPAY2SVC2 = .B;
If      ELIGSKIP1 = 1              then XPAY2SVC2 = .S;


/* SRRACEF - More than one race marked
2=Marked
1=Not Marked
*/
If sum (of SRRACEA SRRACEB SRRACEC SRRACED SRRACEE) > 6 then SRRACEM = 2;
/*Marked*/
Else SRRACEM = 1 ; /*Not Marked*/
If SRRACEA in (. .S .B) then SRRACEM = SRRACEA ;


/*SRPROG3R
2=Yes, I am currently a military technician or was a military technician in the
week before my current activation
1=No
*/
SRPROG3R=SRPROG3;
If      SRPROG3 in(1 2) then SRPROG3R = 2;
Else if SRPROG3 = 3 then SRPROG3R = 1;
If INCWEB = .B then SRPROG3R = .B;
If ELIGSKIP1 = 1 then SRPROG3R = .S;
```

```
/*SRYEARSR
*/
SRYEARSR=SRYEARS;
If      (0 <= SRYEARS <= 5)   then SRYEARSR = 1; /*0 - 5 Years*/
Else if (6 <= SRYEARS <= 8)   then SRYEARSR = 2; /*6 - 8 Years*/
Else if (9 <= SRYEARS <= 11)  then SRYEARSR = 3; /*9 - 11 Years*/
Else if (12 <= SRYEARS <= 16) then SRYEARSR = 4; /*12 - 16 Years*/
Else if (17 <= SRYEARS <= 19) then SRYEARSR = 5; /*17 - 19 Years*/
Else if (20 <= SRYEARS)       then SRYEARSR = 6; /*20 or More Years*/
If INCWEB = .B                then SRYEARSR = .B;
If ELIGSKIP1 = 1              then SRYEARSR = .S;


/* RETINT1R Q8, Tab 7
format LIKLY3B
1=Unlikely
2=Neither likely nor unlikely
3=Likely
*/
If RETINT1 in (1 2) then RETINT1R = 1;
Else if RETINT1 = 3 then RETINT1R = 2;
Else if RETINT1 in (4 5) then RETINT1R = 3;
If INCWEB = .B then RETINT1R = .B;
If ELIGSKIP1 = 1 then RETINT1R = .S;


/*SATOVERR Q9, Tab 8
REH1SATs Q114, Tab 250
REH1OUTSAT Q117, Tab 258
format SATSF3B
1=Dissatisfied
2=Neither satisfied nor dissatisfied
3=Satisfied
*/
Array SATSF5L    SATOVER    REH1SATA REH1SATB REH1SATC  REH1SATD  REH1SATE
                 REH1SATF   REH1OUTSAT;
Array SATSF3L    SATOVERR   REH1SATAR REH1SATBR REH1SATCR REH1SATDR REH1SATER
                 REH1SATFR  REH1OUTSATR;
Do over SATSF5L;
  SATSF3L = SATSF5L;
  If SATSF5L in (1 2) then SATSF3L = 1;
  Else if SATSF5L = 3 then SATSF3L = 2;
  Else if SATSF5L in (4 5) then SATSF3L = 3;
  If INCWEB = .B then SATSF3L = .B;
  If ELIGSKIP1 = 1 then SATSF3L = .S;
End;
```

```
/*TEMPO1R
*/
TEMPO1R=TEMPO1;
If      TEMPO1 = 0 then TEMPO1R = 1;  /*0 Days*/
Else if (1 <= TEMPO1 <= 24)   then TEMPO1R = 2; /*1 - 24 Days*/
Else if (25 <= TEMPO1 <= 47)  then TEMPO1R = 3; /*25 - 47 Days*/
Else if (48 <= TEMPO1 <= 180) then TEMPO1R = 4; /*48 - 180 Days*/
Else if (181 <= TEMPO1)       then TEMPO1R = 5; /*181 or More Days*/
If INCWEB = .B                then TEMPO1R = .B;
If ELIGSKIP1 = 1              then TEMPO1R = .S;


/*TEMPO3R
*/
TEMPO3R=TEMPO3;
If      TEMPO3 = 0            then TEMPO3R = 1; /*0 Days*/
Else if (1 <= TEMPO3 <= 24)   then TEMPO3R = 2; /*1 - 24 Days*/
Else if (25 <= TEMPO3 <= 47)  then TEMPO3R = 3; /*25 - 47 Days*/
Else if (48 <= TEMPO3 <= 180) then TEMPO3R = 4; /*48 - 180 Days*/
Else if (181 <= TEMPO3)       then TEMPO3R = 5; /*181 or More Days*/
If INCWEB = .B                then TEMPO3R = .B;
If ELIGSKIP1 = 1              then TEMPO3R = .S;


/*
CURRACTIVER Q15, Tab 14
format YN_DNAA
*/
If    CURRACTIVE=2 then CURRACTIVER=1; /*Yes */
Else if CURRACTIVE=1 then CURRACTIVER=2; /*No */
Else if SRACTMONTH=1 then CURRACTIVER=3; /*Does not apply; not activated in the
                                  past 12 months */

If INCWEB = .B then CURRACTIVER = .B;
If ELIGSKIP1 = 1 then CURRACTIVER = .S;


/*SRUNITR
*/
SRUNITR=SRUNIT;
If      SRUNIT = 0            then SRUNITR = 1; /*0 Years*/
Else if SRUNIT in(1 2)       then SRUNITR = 2; /*1 - 2 Years*/
Else if (3 <= SRUNIT <= 5)   then SRUNITR = 3; /*3 - 5 Years*/
Else if (6 <= SRUNIT <= 9)   then SRUNITR = 4; /*6 - 9 Years*/
Else if (10 <= SRUNIT <= 14) then SRUNITR = 5; /*10 - 14 Years*/
Else if (15 <= SRUNIT)       then SRUNITR = 6; /*15 or More Years*/
If INCWEB = .B               then SRUNITR = .B;
If ELIGSKIP1 = 1             then SRUNITR = .S;
```

```
/*MENTORR
2=Yes, I have had at least one formal mentor (which can include both a formal and
informal mentor)
1=No, I have not had a formal mentor
*/
MENTORR=MENTOR;
If      MENTOR in (2 4) then MENTORR = 1;
Else if MENTOR in (1 3) then MENTORR = 2;
If INCWEB = .B         then MENTORR = .B;
If ELIGSKIP1 = 1       then MENTORR = .S;


/* MILSUPs Q23, Tab 20
ORGWRKs Q23, Tab 27
MILWRKs Q25, Tab 34
MEMUNITs Q28, Tab 44
NGRTRAINs Q129, Tab 287
SMDAWRKs Q146, Tab 331
format AGREE3B
1=Disagree
2=Neither agree nor disagree
3=Agree
*/
Array AGREE5L    MILSUPA      MILSUPB      MILSUPC     MILSUPD     MILSUPE
                 MILSUPF      ORGWRKA      ORGWRKB     ORGWRKC     ORGWRKD
                 ORGWRKE      ORGWRKF      MILWRKA     MILWRKB     MILWRKC
                 MILWRKD      MILWRKE      MEMUNITA    MEMUNITB    MEMUNITC
                 MEMUNITD     SMDAWRK      NGRTRAINA   NGRTRAINB   NGRTRAINC
                 NGRTRAIND    NGRTRAINE    NGRTRAINF   NGRTRAING   NGRTRAINH
                 NGRTRAINI    NGRTRAINJ  ;
Array AGREE3L    MILSUPAR     MILSUPBR     MILSUPCR    MILSUPDR    MILSUPER
                 MILSUPFR     ORGWRKAR     ORGWRKBR    ORGWRKCR    ORGWRKDR
                 ORGWRKER     ORGWRKFR     MILWRKAR    MILWRKBR    MILWRKCR
                 MILWRKDR     MILWRKER     MEMUNITAR   MEMUNITBR   MEMUNITCR
                 MEMUNITDR    SMDAWRKR     NGRTRAINAR  NGRTRAINBR  NGRTRAINCR
                 NGRTRAINDR   NGRTRAINER   NGRTRAINFR  NGRTRAINGR  NGRTRAINHR
                 NGRTRAINIR   NGRTRAINJR ;
Do over AGREE5L;
  AGREE3L = AGREE5L;
  If      AGREE5L in (1 2) then AGREE3L = 1;
  Else if AGREE5L = 3      then AGREE3L = 2;
  Else if AGREE5L in (4 5) then AGREE3L = 3;
End;
```

```
/****************************************
* SUPSAT: Supervisor Satisfaction Scale
* Mean of Q23A-F (MILSUPA-F)
****************************************/
SUPSAT1 =   (MILSUPA IN (1 2 3 4 5)) +
            (MILSUPB IN (1 2 3 4 5)) +
            (MILSUPC IN (1 2 3 4 5)) +
            (MILSUPD IN (1 2 3 4 5)) +
            (MILSUPE IN (1 2 3 4 5)) +
            (MILSUPF IN (1 2 3 4 5)) ;
If SUPSAT1 = 6 then SUPSAT = mean (MILSUPA, MILSUPB, MILSUPC, MILSUPD, MILSUPE,
MILSUPF);
If MILSUPA in(.S .B) then do;
  SUPSAT1 = MILSUPA;
  SUPSAT = MILSUPA;
End;


/************************************************
* CWORKSAT: Coworker Satisfaction Scale
* Mean of Q24a-e (ORGWRKA - ORGWRKE)
************************************************/
CWORKSAT1 = (ORGWRKA in (1 2 3 4 5)) +
            (ORGWRKB in (1 2 3 4 5)) +
            (ORGWRKC in (1 2 3 4 5)) +
            (ORGWRKD in (1 2 3 4 5)) +
            (ORGWRKE in (1 2 3 4 5)) ;
If CWORKSAT1 = 5 then CWORKSAT = mean (ORGWRKA, ORGWRKB, ORGWRKC, ORGWRKD,
ORGWRKE);
If ORGWRKA IN(.S .B) then do;
  CWORKSAT1 = ORGWRKA;
  CWORKSAT = ORGWRKA;
End;


/***********************************************
* WORKSAT: Work Satisfaction Scale
* Mean of Q25a-e (MILWRKA - MILWRKE)
***********************************************/
WORKSAT1 =  (MILWRKA IN (1 2 3 4 5)) +
            (MILWRKB IN (1 2 3 4 5)) +
            (MILWRKC IN (1 2 3 4 5)) +
            (MILWRKD IN (1 2 3 4 5)) +
            (MILWRKE IN (1 2 3 4 5));
If WORKSAT1 = 5 then WORKSAT = mean (MILWRKA, MILWRKB, MILWRKC, MILWRKD, MILWRKE);
If MILWRKA in(.S .B) then do;
  WORKSAT1 = MILWRKA;
  WORKSAT = MILWRKA;
End;
```

```
/* PREPAREA
PREPAREB
format PREPR3B
1=Poorly prepared
2=Neither well nor poorly prepared
3=Well prepared
*/
If      PREPAREA in (1 2) then PREPAREAR = 1;
Else if PREPAREA = 3      then PREPAREAR = 2;
Else if PREPAREA in (4 5) then PREPAREAR = 3;
Else PREPAREAR = PREPAREA;
If      PREPAREB in (1 2) then PREPAREBR = 1;
Else if PREPAREB = 3      then PREPAREBR = 2;
Else if PREPAREB in (4 5) then PREPAREBR = 3;
Else PREPAREBR = PREPAREB;


/* MORALEA Q27, Tab 42
MORALEB Q28, Tab 43
format HIGH3B
1=Low
2=Moderate
3=High
*/
If      MORALEA in (1 2) then MORALEAR = 1;
Else if MORALEA = 3      then MORALEAR = 2;
Else if MORALEA in (4 5) then MORALEAR = 3;
Else MORALEAR = MORALEA;
If      MORALEB in (1 2) then MORALEBR = 1;
Else if MORALEB = 3      then MORALEBR = 2;
Else if MORALEB in (4 5) then MORALEBR = 3;
Else MORALEBR = MORALEB;


/***********************************************
* COHESION: Unit Cohesion Scale
* Mean of Q28a-d (MEMUNITA-D)
***********************************************/
COHESION1 =  (MEMUNITA IN (1 2 3 4 5)) +
             (MEMUNITB IN (1 2 3 4 5)) +
             (MEMUNITC IN (1 2 3 4 5)) +
             (MEMUNITD IN (1 2 3 4 5)) ;
If COHESION1 = 4 then COHESION = mean (MEMUNITA, MEMUNITB, MEMUNITC, MEMUNITD);
If MEMUNITA IN(.S .B) then do;
  COHESION1 = MEMUNITA;
  COHESION = MEMUNITA;
End;
```

```
/*WRKPROBs
1=Never
2=Once or More
*/
Array OFTEN5L2     WRKPROBA     WRKPROBB     WRKPROBC     WRKPROBD
                   WRKPROBE     WRKPROBF;
Array OFTEN2L2     WRKPROBAR    WRKPROBBR    WRKPROBCR    WRKPROBDR
                   WRKPROBER    WRKPROBFR;

Do over OFTEN5L2;
  OFTEN2L2 = OFTEN5L2;
  If OFTEN5L2 = 1 then OFTEN2L2 = 1;
  Else if (2 <= OFTEN5L2 <= 5) then OFTEN2L2 = 2;
  If INCWEB = .B then OFTEN2L2 = .B;
  If ELIGSKIP1 = 1 then OFTEN2L2 = .S;
End;


/***********************************************
* WORKHOST: Workplace Hostility Scale
* Mean of Q29a-f (WRKPROBA - WRKPROBF)
***********************************************/
WORKHOST1  =(WRKPROBA in (1 2 3 4 5)) +
            (WRKPROBB in (1 2 3 4 5)) +
            (WRKPROBC in (1 2 3 4 5)) +
            (WRKPROBD in (1 2 3 4 5)) +
            (WRKPROBE in (1 2 3 4 5)) +
            (WRKPROBF in (1 2 3 4 5)) ;
If WORKHOST1 = 6 then WORKHOST = mean (WRKPROBA, WRKPROBB, WRKPROBC, WRKPROBD,
WRKPROBE, WRKPROBF);
If WRKPROBA in(.S .B) then do;
  WORKHOST1 = WRKPROBA;
  WORKHOST = WRKPROBA;
End;


/*REH1WHERER
format MILIN2U
1=At least some behaviors occurred at a military installation (for example, on
base)
2=Not at a military installation (for example, off base)
*/
REH1WHERER=REH1WHERE;
If      REH1WHERE in(1 2) then REH1WHERER = 2;
Else if REH1WHERE = 3 then REH1WHERER = 1;
If INCWEB = .B then REH1WHERER = .B;
If ELIGSKIP1 = 1 then REH1WHERER = .S;
```

```
/*Common denominator for group presentation
REH1OCCAR Q108, Tab 165
Coding for REH1OCCAR-REH1OCCER: Tabs: Common denominator-Did any of the behaviors
in the situation occur...
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY RH1OCC  REH1OCCA  REH1OCCB  REH1OCCC  REH1OCCD  REH1OCCE;
ARRAY RH1OCCR REH1OCCAR REH1OCCBR REH1OCCCR REH1OCCDR REH1OCCER;
do over RH1OCC;
  RH1OCCR=RH1OCC;
    if n(of REH1OCCA REH1OCCB REH1OCCC REH1OCCD REH1OCCE)>0 then do;
      if RH1OCC = . then RH1OCCR = 3;
    end;
  If INCWEB = .B then RH1OCCR = .B;
  If ELIGSKIP1 = 1 then RH1OCCR = .S;
end;


/*Common denominator for group presentation
REH1RACEAR Q109, Tab 166
Coding for REH1RACEAR-REH1RACEHR: Tabs: Common denominator-Percent indicating that
at least one offender of a racial/ethnic group was involved in the situation
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY OFFRCE  REH1RACEA  REH1RACEB  REH1RACEC  REH1RACED
               REH1RACEE  REH1RACEF  REH1RACEG  REH1RACEH;
ARRAY OFFRCER REH1RACEAR REH1RACEBR REH1RACECR REH1RACEDR
               REH1RACEER REH1RACEFR REH1RACEGR REH1RACEHR;
do i = 1 to 8;
  OFFRCER{I} = OFFRCE{I};
  if n(of REH1RACEA REH1RACEB REH1RACEC REH1RACED REH1RACEE REH1RACEF
        REH1RACEG REH1RACEH)>0 then do;
   if OFFRCE{I} = . then OFFRCER{I} = 3;
  end;
  If INCWEB = .B then OFFRCER{I} = .B;
  If ELIGSKIP1 = 1 then OFFRCER{I} = .S;
end;


/*REH1OUTR Q115, Tab 247
Recode of "Do you know the outcome of your report?"
format YN_DNAP
1=Yes
2=No
3=Does not apply; it is still in process
*/
If      REH1OUT = 2 then REH1OUTR = 1;
Else if REH1OUT = 1 then REH1OUTR = 2;
Else if REH1OUT = 3 then REH1OUTR = 3;
If INCWEB = .B then REH1OUTR = .B;
If ELIGSKIP1 = 1 then REH1OUTR = .S;
```

```
/*SMDAHRMRs Q139
format YNI3C
1=Yes
2=No
3 = Item not endorsed
*/
Array SMDAHRM    SMDAHRMA    SMDAHRMB    SMDAHRMC    SMDAHRMD;
Array SMDAHRMR   SMDAHRMAR   SMDAHRMBR   SMDAHRMCR   SMDAHRMDR;
do i = 1 to 4;
  SMDAHRMR{I} = SMDAHRM{I};
  if n(of SMDAHRMA    SMDAHRMB    SMDAHRMC    SMDAHRMD)>0 then do;
    if SMDAHRM{I} = . then SMDAHRMR{I} = 3;
    If SMDAUSE=1 then SMDAHRMR{I}=3;
  end;
  If INCWEB = .B then SMDAHRMR{I} = .B;
  If ELIGSKIP1 = 1 then SMDAHRMR{I} = .S;
End;


/*SNETPRF Q144, Tab 326
format CONCR3B
1=Not very concerned
2=Neutral
3=Very concerned
*/
If SNETPRF in (1 2) then SNETPRFR = 1;
Else if SNETPRF = 3 then SNETPRFR = 2;
Else if SNETPRF in (4 5) then SNETPRFR = 3;
Else SNETPRFR = SNETPRF;



/*MILCIV Q110, Tab 184
format MILCIV3C
1=Military only
2=Both military and civilian/contractor
3=Civilian/contractor only
*/
If (REH1POSA = 1 OR REH1POSB = 1 OR REH1POSC = 1 OR REH1POSD = 1 OR REH1POSE = 1)
and (REH1POSF = 1 OR REH1POSG = 1) then MILCIV = 2;
Else if (REH1POSA = 1 OR REH1POSB = 1 OR REH1POSC = 1 OR REH1POSD = 1 OR REH1POSE =
1) and REH1POSF in (. 2 3) AND REH1POSG in (. 2 3) then MILCIV = 1;
Else if (REH1POSF = 1 OR REH1POSG = 1) AND REH1POSA in (. 2 3) and REH1POSB in (. 2
3)and  REH1POSC in (. 2 3) and REH1POSD in (. 2 3) and REH1POSE in (. 2 3) then
MILCIV = 3;
If INCWEB = .B then MILCIV = .B;
If ELIGSKIP1 = 1 then MILCIV = .S;
```

```
/*Common denominator for group presentation
REH1ACTGR Q111, Tab 185
Coding for REH1ACTGR-REH1ACTHR: Tabs: Common denominator-As a result of the
situation, did you...
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY REH1ACT  REH1ACTG  REH1ACTH;
ARRAY REH1ACTR REH1ACTGR REH1ACTHR;
do i = 1 to 2;
   REH1ACTR{I}=REH1ACT{I};
   if n(of REH1ACTG REH1ACTH)>0 then do;
      if REH1ACT{I} = . then REH1ACTR{I} = 3;
   end;
  If INCWEB = .B then REH1ACTR{I} = .B;
  If ELIGSKIP1 = 1 then REH1ACTR{I} = .S;
end;


/*Common denominator for group presentation
REH1REPAR Q112, Tab 186
Coding for REH1REPAR-REH1REPDR: Tabs: Common denominator-Did you report this
situation to any of the following military individuals or organizations?
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY RH1RP   REH1REPA REH1REPB REH1REPC REH1REPD;
ARRAY RH1RPR  REH1REPAR REH1REPBR REH1REPCR REH1REPDR;
do i = 1 to 4;
   RH1RPR{I}=RH1RP{I};
   if n(of REH1REPA REH1REPB REH1REPC REH1REPD)>0 then do;
      if RH1RP{I} = . then RH1RPR{I} = 3;
   end;
  If INCWEB = .B then RH1RPR{I} = .B;
  If ELIGSKIP1 = 1 then RH1RPR{I} = .S;
end;


/*REPORT
Percentage Reporting Situation to a Military Authority
format YN2C
1=No
2=Yes
*/
REPORT=.;
If REH1REPA = 2 OR REH1REPB = 2 OR REH1REPC = 2 OR REH1REPD = 2 then REPORT = 2;
Else if REH1REPA = 1 AND REH1REPB = 1 AND REH1REPC = 1 AND REH1REPD = 1 then REPORT
= 1;
If INCWEB = .B then REPORT = .B;
If ELIGSKIP1 = 1 then REPORT = .S;
```

```
/*Common denominator for group presentation
REH1WHYAR Q113, Tab 187
Coding for REH1WHYAR-REH1WHYHR: Tabs: Common denominator-What were your reasons for
reporting the situation?
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY RHWY    REH1WHYA  REH1WHYB  REH1WHYC  REH1WHYD  REH1WHYE
        REH1WHYF  REH1WHYG  REH1WHYH;
ARRAY RHWYR   REH1WHYAR REH1WHYBR REH1WHYCR REH1WHYDR REH1WHYER
        REH1WHYFR REH1WHYGR REH1WHYHR;
do i = 1 to 8;
   RHWYR{I} = RHWY{I};
   if n(of REH1WHYA REH1WHYB REH1WHYC REH1WHYD REH1WHYE REH1WHYF REH1WHYG
            REH1WHYH)>0 then do;
      if RHWY{I} = . then RHWYR{I} = 3;
   end;
  If INCWEB = .B then RHWYR{I} = .B;
  If ELIGSKIP1 = 1 then RHWYR{I} = .S;
end;


/*RETAL Q120, Tab 264
format RETAL4C
1=Professional retaliation only
2=Both professional and social retaliation
3=Social retaliation only
4=Neither professional nor social retaliation
*/
RETAL=.;
If      REH1EXPA = 2 and REH1EXPB = 2 then RETAL = 4;
Else if REH1EXPA = 2 and REH1EXPB = 1 then RETAL = 3;
Else if REH1EXPA = 1 and REH1EXPB = 2 then RETAL = 1;
Else if REH1EXPA = 1 and REH1EXPB = 1 then RETAL = 2;
Else if REH1EXPA = 3 or  REH1EXPB = 3 then RETAL = 4;
If INCWEB = .B then RETAL = .B;
If ELIGSKIP1 = 1 then RETAL = .S;
```

```
/*Common denominator for group presentation
REH1WHYNAR Q121, Tab 203
Coding for REH1WHYNAR-REH1WHYNPR: Tabs: Common denominator-What were your reasons
for not reporting the situation?
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY WHYN    REH1WHYNA  REH1WHYNB  REH1WHYNC  REH1WHYND  REH1WHYNE
      REH1WHYNF  REH1WHYNG  REH1WHYNH  REH1WHYNI  REH1WHYNJ
      REH1WHYNK  REH1WHYNL  REH1WHYNM  REH1WHYNN  REH1WHYNO
      REH1WHYNP;
ARRAY WHYNR  REH1WHYNAR REH1WHYNBR REH1WHYNCR REH1WHYNDR REH1WHYNER
      REH1WHYNFR REH1WHYNGR REH1WHYNHR REH1WHYNIR REH1WHYNJR
      REH1WHYNKR REH1WHYNLR REH1WHYNMR REH1WHYNNR REH1WHYNOR
      REH1WHYNPR;
do i = 1 to 16;
   WHYNR{I} = WHYN{I};
   if n(of REH1WHYNA REH1WHYNB REH1WHYNC REH1WHYND REH1WHYNE REH1WHYNF
      REH1WHYNG REH1WHYNH REH1WHYNI REH1WHYNJ REH1WHYNK
   REH1WHYNL REH1WHYNM REH1WHYNN REH1WHYNO REH1WHYNP)>0 then do;
      if WHYN{I} = . then WHYNR{I} = 3;
   end;
  If INCWEB = .B then WHYNR{I} = .B;
  If ELIGSKIP1 = 1 then WHYNR{I} = .S;
end;


/*PROMOTER Q125, Tab 216
format PROMOTE3C
1=Better
2=The same
3=Worse
*/
PROMOTER=PROMOTE;
If      PROMOTE=1 then PROMOTER=2;
Else if PROMOTE=2 then PROMOTER=1;
```

```
/*
COMFORTs Q131
DUTYSTs Q133
LOCALs Q134
SMDANGR2 Q137
SMDACOMs Q142
RATEMWGs Q126
format EXTNT3V
1=Not at all
2=Small to moderate extent
3=Large extent
*/
Array EXTNT5L      RATEMWGA     RATEMWGB     RATEMWGC     RATEMWGD
                   COMFORTA     COMFORTB     COMFORTC     COMFORTD
                   COMFORTE     COMFORTF     COMFORTG     DUTYSTA      DUTYSTB      DUTYSTC
                   LOCALA       LOCALB       LOCALC       SMDANGR2
                   SMDACOMA     SMDACOMB     SMDACOMC     SMDACOMD;
Array EXTNT3L      RATEMWGAR    RATEMWGBR    RATEMWGCR    RATEMWGDR
                   COMFORTAR    COMFORTBR    COMFORTCR    COMFORTDR
                   COMFORTER    COMFORTFR    COMFORTGR    DUTYSTAR     DUTYSTBR     DUTYSTCR
                   LOCALAR      LOCALBR      LOCALCR      SMDANGR2R
                   SMDACOMAR    SMDACOMBR    SMDACOMCR    SMDACOMDR;

Do over EXTNT5L;
  EXTNT3L = EXTNT5L;
  If EXTNT5L = 1 then EXTNT3L = 1;
  Else if EXTNT5L in (2 3) then EXTNT3L = 2;
  Else if EXTNT5L in (4 5) then EXTNT3L = 3;
End;


/*NGRTRAINAR-JR Q129, Tab 225-234
format NGRTRN4B
1=Disagree
2=Neither agree nor disagree
3=Agree
Set Does not apply/My training did not cover this to missing
*/
Array NGRTRAIN6L    NGRTRAINA    NGRTRAINB    NGRTRAINC    NGRTRAIND    NGRTRAINE
                    NGRTRAINF    NGRTRAING    NGRTRAINH    NGRTRAINI    NGRTRAINJ;
Array NGRTRAIN4L    NGRTRAINAR   NGRTRAINBR   NGRTRAINCR   NGRTRAINDR   NGRTRAINER
                    NGRTRAINFR   NGRTRAINGR   NGRTRAINHR   NGRTRAINIR   NGRTRAINJR;
Do over NGRTRAIN6L;
  NGRTRAIN4L = NGRTRAIN6L;
  If      NGRTRAIN6L in (1 2) then NGRTRAIN4L = 1;
  Else if NGRTRAIN6L = 3      then NGRTRAIN4L = 2;
  Else if NGRTRAIN6L in (4 5) then NGRTRAIN4L = 3;
  Else if NGRTRAIN6L = 6      then NGRTRAIN4L = .;
  If INCWEB = .B              then NGRTRAIN4L = .B;
  If ELIGSKIP1 = 1            then NGRTRAIN4L = .S;
End;
```

```
/*RATETRAINR
format EFFCT2U
1=Not at all effective
2=Somewhat Effective
*/
RATETRAINR=RATETRAIN;
If       RATETRAIN = 1        then RATETRAINR = 1;
Else if RATETRAIN in(2 3 4) then RATETRAINR = 2;
If INCWEB = .B              then RATETRAINR = .B;
If ELIGSKIP1 = 1            then RATETRAINR = .S;


/*IDEALSR Q132, Tab 305
Percentage Reporting Yes to Any
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY IDEALS1   IDEALSA  IDEALSB  IDEALSC;
ARRAY IDEALS2   IDEALSAR IDEALSBR IDEALSCR;
do over IDEALS1;
  IDEALS2=IDEALS1;
  if n(of IDEALSA  IDEALSB  IDEALSC)>0 then do;
   if IDEALS1 = . then IDEALS2 = 3;
  end;
  If INCWEB = .B then IDEALS2 = .B;
  If ELIGSKIP1 = 1 then IDEALS2 = .S;
end;


/*
COMPFREQ
MILREH
format OFTEN3B
1=Less often
2=About the same
3=More often
*/
COMPFREQR = COMPFREQ;
If COMPFREQ in (1 2) then COMPFREQR = 1;
Else if COMPFREQ = 3 then COMPFREQR = 2;
Else if COMPFREQ in (4 5) then COMPFREQR = 3;
MILREHR = MILREH;
If MILREH in (1 2) then MILREHR = 1;
Else if MILREH = 3 then MILREHR = 2;
Else if MILREH in (4 5) then MILREHR = 3;
```

```
/*  Optional variable (for ad hoc Analysis) SRRELIG
Creating 5 religion categories from 83 religion categories plus a religion specify
*******************************************/
if SRRELIG in (1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 14, 15, 16, 17, 18, 19, 20, 21,
22, 23, 24, 25, 26, 27, 28, 29, 30, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43,
45, 46, 47, 48, 49, 52, 53, 54, 55, 56, 57, 58, 60, 61, 62, 63, 64, 65, 66, 67, 68,
69, 70, 71, 72, 74, 75, 77, 78, 79, 80, 82) then SRRELIGR = 1; /* Protestant */
else if SRRELIG in (13, 73) then SRRELIGR = 2; /* Catholic */
else if SRRELIG = 51 then SRRELIGR = 3; /*Jewish */
else if SRRELIG in (31, 59) then SRRELIGR = 4; /* Orthodox */
else if SRRELIG in (12, 44) then SRRELIGR = 5; /* Traditionally Eastern */
else if SRRELIG in (50) then SRRELIGR = 6; /* Muslim/Islam */
else if SRRELIG in (76, 81, 83) then SRRELIGR = 7; /* Other */
else SRRELIGR = .;
If INCWEB = .B then SRRELIGR = .B;
If ELIGSKIP1 = 1 then SRRELIGR = .S;


/*
WRKPROBs Q29, Tab 49
SMDAFRQ Q143, Tab 325
format NVOFT3U
1=Never
2=Once or a few times
3=Often
*/
Array OFTEN5L    WRKPROBA    WRKPROBB    WRKPROBC    WRKPROBD    WRKPROBE
                 WRKPROBF    SMDAFRQ;
Array OFTEN3L    WRKPROBAR2  WRKPROBBR2  WRKPROBCR2  WRKPROBDR2  WRKPROBER2
                 WRKPROBFR2  SMDAFRQR;

Do over OFTEN5L;
  OFTEN3L = OFTEN5L;
  If OFTEN5L = 1 then OFTEN3L = 1;
  Else if OFTEN5L in (2 3) then OFTEN3L = 2;
  Else if OFTEN5L in (4 5) then OFTEN3L = 3;
  If INCWEB = .B then OFTEN3L = .B;
  If ELIGSKIP1 = 1 then OFTEN3L = .S;
End;
```

```
/*Common denominator for group presentation
RD1AR-RD12AR Q81
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY RDTRC_A1    RD1A       RD2A       RD3A       RD4A       RD5A       RD6A       RD7A
                  RD8A       RD9A       RD10A      RD11A      RD12A;
ARRAY RDTRC_A2    RD1AR      RD2AR      RD3AR      RD4AR      RD5AR      RD6AR      RD7AR
                  RD8AR      RD9AR      RD10AR     RD11AR     RD12AR;
do over RDTRC_A1;
  RDTRC_A2=RDTRC_A1;
  if n(of RD1A      RD2A       RD3A       RD4A       RD5A       RD6A       RD7A
          RD8A       RD9A       RD10A      RD11A     RD12A)>0 then do;
      if RDTRC_A1 = . then RDTRC_A2 = 3;
  end;
  If INCWEB = .B then RDTRC_A2 = .B;
  If ELIGSKIP1 = 1 then RDTRC_A2 = .S;
end;

/*Common denominator for group presentation
RD1BR-RD12BR Q81
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY RDTRC_B1    RD1B       RD2B       RD3B       RD4B       RD5B       RD6B       RD7B
                  RD8B       RD9B       RD10B      RD11B      RD12B;
ARRAY RDTRC_B2    RD1BR      RD2BR      RD3BR      RD4BR      RD5BR      RD6BR      RD7BR
                  RD8BR      RD9BR      RD10BR     RD11BR     RD12BR;
do over RDTRC_B1;
  RDTRC_B2=RDTRC_B1;
  if n(of RD1B      RD2B       RD3B       RD4B       RD5B       RD6B       RD7B
          RD8B       RD9B       RD10B      RD11B     RD12B)>0 then do;
   if RDTRC_B1 = . then RDTRC_B2 = 3;
  end;
  If INCWEB = .B then RDTRC_B2 = .B;
  If ELIGSKIP1 = 1 then RDTRC_B2 = .S;
end;
```

```
/*Common denominator for group presentation
RD1CR-RD12CR Q81
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY RDTRC_C1    RD1C     RD2C     RD3C     RD4C     RD5C     RD6C     RD7C
                  RD8C     RD9C     RD10C    RD11C    RD12B;
ARRAY RDTRC_C2    RD1CR    RD2CR    RD3CR    RD4CR    RD5CR    RD6CR    RD7CR
                  RD8CR    RD9CR    RD10CR   RD11CR   RD12CR;
do over RDTRC_C1;
  RDTRC_C2=RDTRC_C1;
  if n(of RD1C      RD2C     RD3C     RD4C     RD5C     RD6C     RD7C
        RD8C      RD9C     RD10C    RD11C    RD12B)>0 then do;
   if RDTRC_C1 = . then RDTRC_C2 = 3;
  end;
  If INCWEB = .B then RDTRC_C2 = .B;
  If ELIGSKIP1 = 1 then RDTRC_C2 = .S;
end;


/*Common denominator for group presentation
RD1DR-RD12DR Q81
format YNI3C
1 = No
2 = Yes
3 = Item not endorsed
*/
ARRAY RDTRC_D1    RD1D     RD2D     RD3D     RD4D     RD5D     RD6D     RD7D
                  RD8D     RD9D     RD10D    RD11D    RD12B;
ARRAY RDTRC_D2    RD1DR    RD2DR    RD3DR    RD4DR    RD5DR    RD6DR    RD7DR
                  RD8DR    RD9DR    RD10DR   RD11DR   RD12DR;
do over RDTRC_D1;
  RDTRC_D2=RDTRC_D1;
  if n(of RD1D      RD2D     RD3D     RD4D     RD5D     RD6D     RD7D
        RD8D      RD9D     RD10D    RD11D    RD12B)>0 then do;
   if RDTRC_D1 = . then RDTRC_D2 = 3;
  end;
  If INCWEB = .B then RDTRC_D2 = .B;
  If ELIGSKIP1 = 1 then RDTRC_D2 = .S;
end;
```

```
/*MEO_H1-10
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_H          H1       H2       H3       H4       H5       H6
                       H7       H8       H9       H10;
Array Array_HSTOP      H1B      H2B      H3B      H4B      H5B      H6B
                       H7B      H8B      H9B      H10B;
Array Array_HCONT      H1C      H2C      H3C      H4C      H5C      H6C
                       H7C      H8C      H9C      H10C;
Array Array_HOFF        H1D      H2D      H3D       H4D      H5D       H6D
                       H7D      H8D      H9D      H10D;
Array Array_MEO_H      MEO_H1   MEO_H2   MEO_H3   MEO_H4   MEO_H5   MEO_H6
                       MEO_H7   MEO_H8   MEO_H9   MEO_H10;

Do i = 1 to dim(Array_H);
  If Array_H{I}=2 AND (Array_HCONT{I}=2 OR Array_HOFF{I}=2) then Array_MEO_H{I}=2;
  Else if Array_H{I}=1 OR ((Array_HSTOP{I}=1 OR Array_HCONT{I}=1) AND
Array_HOFF{I}=1) then Array_MEO_H{I}=1;
  Else if Array_H{I} in(.S .B) then Array_MEO_H{I}=Array_H{I};
End;


/*MEO_H11
format EXPR
2=Experienced
1=Not experienced
*/
MEO_H11=H11;


/*MEO_H12
format EXPR
2=Experienced
1=Not experienced
*/
If H12=2 AND H12A=2 AND (H12C=2 OR H12D=2) then MEO_H12=2;
Else if H12=1 OR H12A=1 OR (H12B=1 OR H12C=1) AND H12D=1 then MEO_H12=1;
Else if H12 in(.S .B) then MEO_H12=H12;


/*Grouped menu
for Harassment with Criteria
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_MEO_HARASS_GRP   MEO_H1_GRP   MEO_H2_GRP   MEO_H3_GRP    MEO_H4_GRP
                             MEO_H5_GRP   MEO_H6_GRP   MEO_H7_GRP    MEO_H8_GRP
                             MEO_H9_GRP   MEO_H10_GRP  MEO_H11_GRP  MEO_H12_GRP;

Do i = 1 to 12;
    Array_MEO_HARASS_GRP{I} = Array_MEO_HARASS{I};
End;
```

```
/*Percent Responding
for Harassment with Criteria
format RESP
2=Responding
1=Not responding
*/
Array Array_MEO_HARASS_GRP_PR    MEO_H1_GRP_PR    MEO_H2_GRP_PR    MEO_H3_GRP_PR
                                 MEO_H4_GRP_PR    MEO_H5_GRP_PR    MEO_H6_GRP_PR
                                 MEO_H7_GRP_PR    MEO_H8_GRP_PR    MEO_H9_GRP_PR
                                 MEO_H10_GRP_PR   MEO_H11_GRP_PR   MEO_H12_GRP_PR;

Do i = 1 to 12;
    If Array_MEO_HARASS_GRP{I} gt .Z then Array_MEO_HARASS_GRP_PR{I} = 2;
    Else Array_MEO_HARASS_GRP_PR{I} = 1;
End;


/*MEO_D1-12
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_RD     RD1INT    RD2INT    RD3INT    RD4INT    RD5INT    RD6INT   RD7INT
                   RD8INT    RD9INT    RD10INT   RD11INT   RD12INT;
Array Array_RDA    RD1A      RD2A      RD3A      RD4A      RD5A      RD6A     RD7A
                   RD8A      RD9A      RD10A     RD11A     RD12A;
Array Array_RDB    RD1B      RD2B      RD3B      RD4B      RD5B      RD6B     RD7B
                   RD8B      RD9B      RD10B     RD11B     RD12B;
Array Array_RDC    RD1C      RD2C      RD3C      RD4C      RD5C      RD6C     RD7C
                   RD8C      RD9C      RD10C     RD11C     RD12C;
Array Array_RDD    RD1D      RD2D      RD3D      RD4D      RD5D      RD6D     RD7D
                   RD8D      RD9D      RD10D     RD11D     RD12D;
Array Array_MEO_D MEO_D1    MEO_D2    MEO_D3    MEO_D4    MEO_D5    MEO_D6   MEO_D7
                   MEO_D8    MEO_D9    MEO_D10   MEO_D11   MEO_D12;

Do i = 1 to dim(Array_RD);
  If Array_RD{I}=2 AND (Array_RDB{I}=2 OR Array_RDC{I}=2 OR Array_RDD{I}=2) then
Array_MEO_D{I}=2;
  Else if Array_RD{I}=1 OR (Array_RDB{I} in(1 .) AND Array_RDC{I} in(1 .) AND
Array_RDD{I} in(1 .)) then Array_MEO_D{I}=1;
  Else if Array_RD{I} in(.S .B) then Array_MEO_D{I}=Array_RD{I};
End;
```

```
/*Grouped menu
for Discrimination with Criteria
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_MEO_DISCRIM_GRP    MEO_D1_GRP    MEO_D2_GRP    MEO_D3_GRP    MEO_D4_GRP
                               MEO_D5_GRP    MEO_D6_GRP    MEO_D7_GRP    MEO_D8_GRP
                               MEO_D9_GRP    MEO_D10_GRP  MEO_D11_GRP  MEO_D12_GRP;

Do i = 1 to 12;
    Array_MEO_DISCRIM_GRP{I} = Array_MEO_DISCRIM{I};
End;


/*Percent Responding
for Discrimination with Criteria
format RESP
2=Responding
1=Not responding
*/
Array Array_MEO_DISCRIM_GRP_PR    MEO_D1_GRP_PR    MEO_D2_GRP_PR    MEO_D3_GRP_PR
                                  MEO_D4_GRP_PR    MEO_D5_GRP_PR    MEO_D6_GRP_PR
                                  MEO_D7_GRP_PR    MEO_D8_GRP_PR    MEO_D9_GRP_PR
                                  MEO_D10_GRP_PR  MEO_D11_GRP_PR  MEO_D12_GRP_PR;

Do i = 1 to 12;
   If Array_MEO_DISCRIM_GRP{I} gt .Z then Array_MEO_DISCRIM_GRP_PR{I} = 2;
   Else Array_MEO_DISCRIM_GRP_PR{I} = 1;
End;
```

```
/*CRIT_TOTAL
format EXPR
2=Experienced
1=Not experienced
*/
MEO_Y=0;
MEO_N=0;
MEO_M=0;
Array Array_MEO_HD    MEO_H1    MEO_H2    MEO_H3    MEO_H4    MEO_H5    MEO_H6    MEO_H7
                      MEO_H8    MEO_H9    MEO_H10   MEO_H11   MEO_H12
                      MEO_D1    MEO_D2    MEO_D3    MEO_D4    MEO_D5    MEO_D6    MEO_D7
                      MEO_D8    MEO_D9    MEO_D10   MEO_D11   MEO_D12;

Do i = 1 to 24;
  If Array_MEO_HD{I}= 2 then MEO_Y=MEO_Y+1;
  Else if Array_MEO_HD{I}=1 then MEO_N=MEO_N + 1;
  Else if Array_MEO_HD{I} in (. .N) then MEO_M=MEO_M + 1;
End;

If     MEO_Y GT 0 then CRIT_TOTAL=2;
Else if MEO_N = 24 then CRIT_TOTAL=1;
Else if MEO_M GT 0 then CRIT_TOTAL=.;

If INCWEB = .B then do;
  CRIT_TOTAL = .B;
  CRIT_TOTAL_Y = .B;
  CRIT_TOTAL_N = .B;
  CRIT_TOTAL_M = .B;
end;
If ELIGSKIP1 = 1 then do;
  CRIT_TOTAL = .S;
  CRIT_TOTAL_Y = .S;
  CRIT_TOTAL_N = .S;
  CRIT_TOTAL_M = .S;
end;
```

```
/*CRIT_HARASS
format EXPR
2=Experienced
1=Not experienced
*/
Harass_Y=0;
Harass_N=0;
Harass_M=0;
Array Array_MEO_HARASS      MEO_H1    MEO_H2    MEO_H3    MEO_H4    MEO_H5
                            MEO_H6    MEO_H7    MEO_H8    MEO_H9    MEO_H10
                            MEO_H11   MEO_H12;

Do i = 1 to 12;
  If Array_MEO_HARASS{I}= 2 then Harass_Y=Harass_Y+1;
  Else if Array_MEO_HARASS{I}=1 then Harass_N=Harass_N + 1;
  Else if Array_MEO_HARASS{I} in (. .N) then Harass_M=Harass_M + 1;
End;

If     Harass_Y GT 0 then CRIT_HARASS=2;
Else if Harass_N = 12 then CRIT_HARASS=1;
Else if Harass_M GT 0 then CRIT_HARASS=.;

If INCWEB = .B then do;
  CRIT_HARASS = .B;
  CRIT_HARASS_Y = .B;
  CRIT_HARASS_N = .B;
  CRIT_HARASS_M = .B;
end;
If ELIGSKIP1 = 1 then do;
  CRIT_HARASS = .S;
  CRIT_HARASS_Y = .S;
  CRIT_HARASS_N = .S;
  CRIT_HARASS_M = .S;
end;
```

```
/*CRIT_DISCRIM
format EXPR
2=Experienced
1=Not experienced
*/
Discrim_Y=0;
Discrim_N=0;
Discrim_M=0;
Array Array_MEO_DISCRIM   MEO_D1   MEO_D2   MEO_D3   MEO_D4   MEO_D5
                          MEO_D6   MEO_D7   MEO_D8   MEO_D9   MEO_D10
                          MEO_D11  MEO_D12;

Do i = 1 to 12;
  If Array_MEO_DISCRIM{I}= 2 then Discrim_Y=Discrim_Y+1;
  Else if Array_MEO_DISCRIM{I}=1 then Discrim_N=Discrim_N + 1;
  Else if Array_MEO_DISCRIM{I} in (. .N) then Discrim_M=Discrim_M + 1;
End;

If      Discrim_Y GT 0 then CRIT_DISCRIM=2;
Else if Discrim_N = 12 then CRIT_DISCRIM=1;
Else if Discrim_M GT 0 then CRIT_DISCRIM=.;

If INCWEB = .B then do;
  CRIT_DISCRIM = .B;
  CRIT_DISCRIM_Y = .B;
  CRIT_DISCRIM_N = .B;
  CRIT_DISCRIM_M = .B;
end;
If ELIGSKIP1 = 1 then do;
  CRIT_DISCRIM = .S;
  CRIT_DISCRIM_Y = .S;
  CRIT_DISCRIM_N = .S;
  CRIT_DISCRIM_M = .S;
end;


/*Number_CRIT_HARASS
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_MEO_HARASSr     MEO_H1R  MEO_H2R  MEO_H3R  MEO_H4R  MEO_H5R  MEO_H6R
                            MEO_H7R  MEO_H8R  MEO_H9R  MEO_H10R  MEO_H11R MEO_H12R;

Do i = 1 to 12;
  If Array_MEO_HARASS{I} in(1 2) then Array_MEO_HARASSr{I} = Array_MEO_HARASS{I}-1;
END;
If CRIT_HARASS = 2 THEN Number_CRIT_HARASS = SUM(OF MEO_H1R, MEO_H2R,
          MEO_H3R, MEO_H4R, MEO_H5R, MEO_H6R,
     MEO_H7R, MEO_H8R, MEO_H9R, MEO_H10R, MEO_H11R, MEO_H12R);
If INCWEB = .B then Number_CRIT_HARASS = .B;
If ELIGSKIP1 = 1 then Number_CRIT_HARASS = .S;
```

```
/*Number_CRIT_DISCRIM
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_MEO_Dr      MEO_D1R   MEO_D2R   MEO_D3R   MEO_D4R    MEO_D5R
MEO_D6R   MEO_D7R   MEO_D8R   MEO_D9R   MEO_D10R   MEO_D11R MEO_D12R;

Do i = 1 to 12;
    If Array_MEO_D{I} in(1 2) then Array_MEO_Dr{I} = Array_MEO_D{I}-1;
END;
If CRIT_DISCRIM = 2 THEN Number_CRIT_DISCRIM = SUM(OF MEO_D1R, MEO_D2R, MEO_D3R,
MEO_D4R, MEO_D5R, MEO_D6R, MEO_D7R, MEO_D8R, MEO_D9R, MEO_D10R, MEO_D11R,
MEO_D12R);
If INCWEB = .B then Number_CRIT_DISCRIM = .B;
If ELIGSKIP1 = 1 then Number_CRIT_DISCRIM = .S;


/*Number_CRIT_TOTAL
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_MEO_HDr     MEO_H1R   MEO_H2R   MEO_H3R   MEO_H4R    MEO_H5R
MEO_H6R   MEO_H7R   MEO_H8R   MEO_H9R   MEO_H10R
MEO_H11R MEO_H12R MEO_D1R   MEO_D2R   MEO_D3R
MEO_D4R   MEO_D5R   MEO_D6R   MEO_D7R   MEO_D8R
MEO_D9R   MEO_D10R MEO_D11R MEO_D12R;

Do i = 1 to 24;
    If Array_MEO_HD{I} in(1 2) then Array_MEO_HDr{I} = Array_MEO_HD{I}-1;
END;
If CRIT_TOTAL = 2 THEN Number_CRIT_TOTAL = SUM(OF MEO_H1R, MEO_H2R, MEO_H3R,
MEO_H4R, MEO_H5R, MEO_H6R,MEO_H7R, MEO_H8R, MEO_H9R, MEO_H10R, MEO_H11R, MEO_H12R,
MEO_D1R, MEO_D2R,MEO_D3R, MEO_D4R, MEO_D5R, MEO_D6R, MEO_D7R, MEO_D8R, MEO_D9R,
MEO_D10R,MEO_D11R, MEO_D12R);
If INCWEB = .B then Number_CRIT_TOTAL = .B;
If ELIGSKIP1 = 1 then Number_CRIT_TOTAL = .S;


/*Recode H12 to H12R
H12A with only those who saw question or are no on H12
format EXPR
2=Experienced
1=Not experienced
*/
If     H12=2 AND H12A=2 then H12R=2;
Else if H12=1 OR  H12A=1 then H12R=1;
Else if H12=. OR  H12A=. then H12R=.;
Else if H12 in(.B .S)    then H12R=H12;
```

```
/*Grouped menu
for Harassment
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_EXP_HARASS_GRP    H1_GRP    H2_GRP    H3_GRP    H4_GRP    H5_GRP    H6_GRP
                              H7_GRP    H8_GRP    H9_GRP    H10_GRP   H11_GRP   H12R_GRP;

Do i = 1 to 12;
Array_EXP_HARASS_GRP{I} = Array_EXP_HARASS{I};
End;



/*Percent Responding
for Harassment
format RESP
2=Responding
1=Not responding
*/
Array Array_EXP_HARASS_GRP_PR    H1_GRP_PR  H2_GRP_PR    H3_GRP_PR    H4_GRP_PR
                                 H5_GRP_PR  H6_GRP_PR    H7_GRP_PR    H8_GRP_PR
                                 H9_GRP_PR  H10_GRP_PR   H11_GRP_PR   H12R_GRP_PR;

Do i = 1 to 12;
    If Array_EXP_HARASS_GRP{I} gt .Z then Array_EXP_HARASS_GRP_PR{I} = 2;
    Else Array_EXP_HARASS_GRP_PR{I} = 1;
End;



/*Grouped menu
for Discrimination
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_EXP_DISCRIM_GRP    RD1INT_GRP    RD2INT_GRP    RD3INT_GRP    RD4INT_GRP
                               RD5INT_GRP    RD6INT_GRP    RD7INT_GRP    RD8INT_GRP
                               RD9INT_GRP    RD10INT_GRP   RD11INT_GRP   RD12INT_GRP;

Do i = 1 to 12;
Array_EXP_DISCRIM_GRP{I} = Array_EXP_DISCRIM{I};
End;
```

```
/*Percent Responding
for Discrimination
format RESP
2=Responding
1=Not responding
*/
Array Array_EXP_DISCRIM_GRP_PR    RD1INT_GRP_PR    RD2INT_GRP_PR    RD3INT_GRP_PR
                                  RD4INT_GRP_PR    RD5INT_GRP_PR    RD6INT_GRP_PR
                                  RD7INT_GRP_PR    RD8INT_GRP_PR    RD9INT_GRP_PR
                                  RD10INT_GRP_PR   RD11INT_GRP_PR   RD12INT_GRP_PR;

Do i = 1 to 12;
   If Array_EXP_DISCRIM_GRP{I} gt .Z then Array_EXP_DISCRIM_GRP_PR{I} = 2;
   Else Array_EXP_DISCRIM_GRP_PR{I} = 1;
End;


/*EXP_TOTAL
format EXPR
2=Experienced
1=Not experienced
*/
EXP_TOTAL_Y=0;
EXP_TOTAL_N=0;
EXP_TOTAL_M=0;
Array Array_EXP_TOTAL    H1      H2      H3      H4      H5      H6      H7
                         H8      H9      H10     H11     H12R
                         RD1INT  RD2INT  RD3INT  RD4INT  RD5INT  RD6INT  RD7INT
                         RD8INT  RD9INT  RD10INT RD11INT RD12INT;

Do i = 1 to 24;
  If      Array_EXP_TOTAL{I}= 2 then EXP_TOTAL_Y = EXP_TOTAL_Y + 1;
  Else if Array_EXP_TOTAL{I}= 1 then EXP_TOTAL_N = EXP_TOTAL_N + 1;
  Else if Array_EXP_TOTAL{I}= . then EXP_TOTAL_M = EXP_TOTAL_M + 1;
End;

If      EXP_TOTAL_Y GT 0 then EXP_TOTAL=2;
Else if EXP_TOTAL_N = 24 then EXP_TOTAL=1;
Else if EXP_TOTAL_M GT 0 then EXP_TOTAL=.;

If INCWEB = .B then do;
  EXP_TOTAL = .B;
  EXP_TOTAL_Y = .B;
  EXP_TOTAL_N = .B;
  EXP_TOTAL_M = .B;
end;
If ELIGSKIP1 = 1 then do;
  EXP_TOTAL = .S;
  EXP_TOTAL_Y = .S;
  EXP_TOTAL_N = .S;
  EXP_TOTAL_M = .S;
end;
```

```
/*EXP_HARASS
format EXPR
2=Experienced
1=Not experienced
*/
EXP_HARASS_Y=0;
EXP_HARASS_N=0;
EXP_HARASS_M=0;
Array Array_EXP_HARASS    H1        H2        H3        H4        H5        H6
                          H7        H8        H9        H10       H11       H12R;

Do i = 1 to 12;
  If Array_EXP_HARASS{I}= 2 then EXP_HARASS_Y = EXP_HARASS_Y+1;
  Else if Array_EXP_HARASS{I}=1 then EXP_HARASS_N = EXP_HARASS_N + 1;
  Else if Array_EXP_HARASS{I} in (. .N) then EXP_HARASS_M = EXP_HARASS_M + 1;
End;

If      EXP_HARASS_Y GT 0 then EXP_HARASS=2;
Else if EXP_HARASS_N = 12 then EXP_HARASS=1;
Else if EXP_HARASS_M GT 0 then EXP_HARASS=.;

If INCWEB = .B then do;
  EXP_HARASS = .B;
  EXP_HARASS_Y = .B;
  EXP_HARASS_N = .B;
  EXP_HARASS_M = .B;
end;
If ELIGSKIP1 = 1 then do;
  EXP_HARASS = .S;
  EXP_HARASS_Y = .S;
  EXP_HARASS_N = .S;
  EXP_HARASS_M = .S;
end;
```

```
/*EXP_DISCRIM
format EXPR
2=Experienced
1=Not experienced
*/
EXP_DISCRIM_Y=0;
EXP_DISCRIM_N=0;
EXP_DISCRIM_M=0;
Array Array_EXP_DISCRIM    RD1INT  RD2INT   RD3INT   RD4INT   RD5INT  RD6INT
                           RD7INT  RD8INT   RD9INT   RD10INT  RD11INT RD12INT;

Do i = 1 to 12;
  If Array_EXP_DISCRIM{I}= 2 then EXP_DISCRIM_Y=EXP_DISCRIM_Y+1;
  Else if Array_EXP_DISCRIM{I}=1 then EXP_DISCRIM_N=EXP_DISCRIM_N + 1;
  Else if Array_EXP_DISCRIM{I} in (. .N) then EXP_DISCRIM_M=EXP_DISCRIM_M + 1;
End;

If      EXP_DISCRIM_Y GT 0 then EXP_DISCRIM=2;
Else if EXP_DISCRIM_N = 12 then EXP_DISCRIM=1;
Else if EXP_DISCRIM_M GT 0 then EXP_DISCRIM=.;

If INCWEB = .B then do;
  EXP_DISCRIM = .B;
  EXP_DISCRIM_Y = .B;
  EXP_DISCRIM_N = .B;
  EXP_DISCRIM_M = .B;
end;
If ELIGSKIP1 = 1 then do;
  EXP_DISCRIM = .S;
  EXP_DISCRIM_Y = .S;
  EXP_DISCRIM_N = .S;
  EXP_DISCRIM_M = .S;
end;


/*Number_EXP_HARASS
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_EXP_HARASSr    H1R       H2R       H3R       H4R       H5R       H6R
                           H7R       H8R       H9R       H10R      H11R      H12RR;

Do i = 1 to 12;
    If Array_EXP_HARASS{I} in(1 2) then Array_EXP_HARASSr{I} = Array_EXP_HARASS{I}-
1;
END;
If EXP_HARASS = 2 THEN Number_EXP_HARASS = SUM(OF H1R, H2R, H3R, H4R, H5R, H6R,
H7R, H8R, H9R, H10R, H11R, H12RR);
If INCWEB = .B then Number_EXP_HARASS = .B;
If ELIGSKIP1 = 1 then Number_EXP_HARASS = .S;
```

```
/*Number_EXP_DISCRIM
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_EXP_DISCRIMR   RD1INTR  RD2INTR  RD3INTR  RD4INTR  RD5INTR  RD6INTR
                           RD7INTR  RD8INTR  RD9INTR  RD10INTR RD11INTR RD12INTR;

Do i = 1 to 12;
    If Array_EXP_DISCRIM{I} in(1 2) then Array_EXP_DISCRIMr{I} =
Array_EXP_DISCRIM{I}-1;
END;
If EXP_DISCRIM = 2 THEN Number_EXP_DISCRIM = SUM(OF RD1INTR, RD2INTR, RD3INTR,
RD4INTR, RD5INTR, RD6INTR, RD7INTR, RD8INTR, RD9INTR, RD10INTR, RD11INTR,
RD12INTR);
If INCWEB = .B then Number_EXP_DISCRIM = .B;
If ELIGSKIP1 = 1 then Number_EXP_DISCRIM = .S;



/*Number_EXP_TOTAL
format EXPR
2=Experienced
1=Not experienced
*/
Array Array_EXP_TOTALr   H1R      H2R      H3R      H4R      H5R      H6R
                         H7R      H8R      H9R      H10R     H11R     H12RR
                         RD1INTR  RD2INTR  RD3INTR  RD4INTR  RD5INTR  RD6INTR
                         RD7INTR  RD8INTR  RD9INTR  RD10INTR RD11INTR RD12INTR;

Do i = 1 to 24;
    If Array_EXP_TOTAL{I} in(1 2) then Array_EXP_TOTALr{I} = Array_EXP_TOTAL{I}-1;
END;
If EXP_TOTAL = 2 THEN Number_EXP_TOTAL = SUM(OF H1R, H2R, H3R, H4R, H5R, H6R, H7R,
H8R, H9R, H10R, H11R, H12RR, RD1INTR, RD2INTR, RD3INTR, RD4INTR, RD5INTR, RD6INTR,
RD7INTR, RD8INTR, RD9INTR, RD10INTR, RD11INTR, RD12INTR);
If INCWEB = .B then Number_EXP_TOTAL = .B;
If ELIGSKIP1 = 1 then Number_EXP_TOTAL = .S;



/*HDEP_1
Includes H5, H6, H7, H8
Directed at respondent's racial/ethnic group
format EXPR
2=Experienced
1=Not experienced
*/
If H5 = 2 or H6 = 2 or H7 = 2 or H8 = 2 then HDEP_1 = 2;
Else if H5 = 1 and H6 = 1 and H7 = 1 and H8 = 1 then HDEP_1 = 1;
Else HDEP_1 = .;
If INCWEB = .B then HDEP_1 = .B;
If ELIGSKIP1 = 1 then HDEP_1 = .S;
```

```
/*HDEP_2
Includes H9, H10, H11
Directed at respondent because of their racial/ethnic group
format EXPR
2=Experienced
1=Not experienced
*/
If H9 = 2 or H10 = 2 or H11 = 2 then HDEP_2 = 2;
Else if H9 = 1 and H10 = 1 and H11 = 1 then HDEP_2 = 1;
Else HDEP_2 = .;
If INCWEB = .B then HDEP_2 = .B;
If ELIGSKIP1 = 1 then HDEP_2 = .S;


/*HDEP_3
Includes H1, H2, H3, H4, H12R
Directed at someone else's racial/ethnic group
format EXPR
2=Experienced
1=Not experienced
*/
If H1 = 2 or H2 = 2 or H3 = 2 or H4 = 2 or H12R = 2 then HDEP_3 = 2;
Else if H1 = 1 and H2 = 1 and H3 = 1 and H4 = 1 and H12R = 1 then HDEP_3 = 1;
Else HDEP_3 = .;
If INCWEB = .B then HDEP_3 = .B;
If ELIGSKIP1 = 1 then HDEP_3 = .S;


/**************************************************
* EDODARNG
* Brief: Army National Guard ELIGFLGW
**************************************************/
If XSRVC = 1 AND ELIGFLGW = 1 THEN EDODARNG = 1;
Else EDODARNG = 0;


/**************************************************
* EDODUSAR
* Brief: Army Reserve ELIGFLGW
**************************************************/
If XSRVC = 2 AND ELIGFLGW = 1 THEN EDODUSAR = 1;
Else EDODUSAR = 0;

/**************************************************
* EDODUSNR
* Brief: Navy Reserve ELIGFLGW
**************************************************/
If XSRVC = 3 AND ELIGFLGW = 1 THEN EDODUSNR = 1;
Else EDODUSNR = 0;


/**************************************************
* EDODUSMCR
* Brief: Marine Corps Reserve ELIGFLGW
**************************************************/
If XSRVC = 4 AND ELIGFLGW = 1 THEN EDODUSMCR = 1;
Else EDODUSMCR = 0;
```

```
/**************************************************
 * EDODUSAFR
 * Brief: Air Force Reserve ELIGFLGW
 **************************************************/
If XSRVC = 6 AND ELIGFLGW = 1 THEN EDODUSAFR = 1;
Else EDODUSAFR = 0;
/**************************************************
 * EDODANG
 * Brief: Air National Guard ELIGFLGW
 **************************************************/
If XSRVC = 5 AND ELIGFLGW = 1 THEN EDODANG = 1;
Else EDODANG = 0;



/**************************************************
 * EDODNGR
 * Brief: National Guard ELIGFLGW
 **************************************************/
If XNGR = 1 AND ELIGFLGW = 1 THEN EDODNGR= 1;
Else EDODNGR= 0;



/**************************************************
 * EDODRESERVE
 * Brief: Reserve ELIGFLGW
 **************************************************/
If XNGR = 2 AND ELIGFLGW = 1 THEN EDODRESERVE= 1;
Else EDODRESERVE= 0;
```

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